



**Faculty of Administrative Science  
& Policy Studies  
University Teknologi MARA**

**Bachelor of Administrative Science**

**A Study on Factors That Lead To Job Satisfaction among Academic Staff at  
AIMST University**

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## DECLARATION

We hereby declare that the work contained in this research report is our own except those which have been duly identified and acknowledged. If we are later found to have plagiarized or to have committed other forms of academic dishonesty, action can be taken against us under the Academic Regulations of UiTM's.

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## **Abstract**

This research was conducted to study the factors that lead to job satisfaction among academic staff in private university. This study conducted in order to determine which factors need to be highlight by private university to ensure that the employees have high level of job satisfaction toward the institution and increase the commitment in order to remain in the institution. In this study, the quantitative research method had been used in which relies on the primary data from a survey which involve the academic staff at AIMST University in Bedong, Sungai Petani, Kedah. The total sample size for this study is 169 respondents. This study had conducted on this amount of sample sizes and the data had been collected in November 2018. The analysis on the findings for this study had managed to answer all objectives stated. From the findings, the researchers have found there is relationship between the all independent variables and job satisfaction among academic staff. The independent variables showed that there is a significant relationship between variables. Therefore, it can be concluded that there was relationship between job satisfaction among academic staff at AIMST University with all the variables.

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