

THE RELATIONSHIP BETWEEN WORK VALUES AND JOB SATISFACTION
AMONG PUBLIC SECTOR EMPLOYEES AT UNIVERSITY MALAYSIA
SARAWAK (UNIMAS)

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ABSTRACT

The purpose of this study is to identify the relationship between work values and job satisfaction among public sector employees in University Malaysia Sarawak (UNIMAS). It is hypothesized that work value has positive influence on job satisfaction. Results were analyzed with normality test, reliability analysis and correlation. This study is focused on 220 support staff employees in the Chancellory and Student Affairs & Alumni Division building at University Malaysia Sarawak. The results of this study showed that work values possess significant positive relationship towards employees' job satisfaction. This study also presents recommendations and suggestions for further research.

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CHAPTER 1

Introduction

This chapter outlines the introduction and background of the study, statement of the problem, research objectives, research questions, significance and limitations of the study. The definitions of terms are included at the end of the chapter

Background of Study

In Malaysia, work values are likely to be different because of the existence of different types of civil servants in organization. Civil servants in Malaysia are divided into the federal and state civil service. Six states (Kelantan, Kedah, Terengganu, Johor, Sabah, and Sarawak) have their own state civil service, while all other states and the federal government rely on the federal civil service (Human Resource Ministry, 2015). The differences among them are likely to influence their work values because they work in different organizations and also in different states. Different organizations practice different work values.

The Schwartz Values Survey identifies ten universal values that are organized into a system of four types of higher-order values: openness-to-change (self-direction, hedonism, stimulation), conservation (conformity, security, tradition), self-enhancement (achievement, power), and self-transcendence (benevolence, universalism). Openness to change values can be related to the significance of personal autonomy and independence, variety, excitement and challenge.