

A STUDY ON ORGANIZATIONAL CULTURE AS A PREDICTOR TO
EMPLOYEES JOB SATISFACTION AMONG NON – EXECUTIVES
EMPLOYEES IN SARAWAK FORESTRY DEPARTMENT, KUCHING

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ABSTRACT

The objective of this study is to observe the relationship between organizational culture which is collectivism, future orientation, uncertainty avoidance, and power distance and job satisfaction among employees at Sarawak Forestry Sarawak. Only 120 questionnaires has been given to sentence section at Sarawak Forestry Department, only 98 of 120 questionnaires has return back. This study is to help the management to understanding the organizational culture towards job satisfaction of the employees at the organization and look into methods to improve the quality of work among employees. The methods used for this research used a questionnaire to collect the data. All the questionnaires have to distribute to the respondents at the organization that has been choose. The findings also to show the results which variable has highly agree by the respondents among the job satisfaction. This also shows the results of the analysis. As a conclusion, this study to show how high organizational culture implemented to the staff at Sarawak Forestry Department, Kuching. For recommendation, choose a bigger company like PETRONAS that has big sampling size.

Keywords : Organizational culture, employees, Sarawak Forestry Department, Job satisfaction, collectivism, future orientation, uncertainty avoidance, and power distance, methods, recommendations, finding, conclusion.

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CHAPTER 1

INTRODUCTION

Background of the Study

In some organization they not only focus on how they do their job but they also focus on employee attitude, behavior, attire, and their performance. Therefore, job satisfaction should be overlook regarding organizational culture that can ensure employee commitment and their satisfaction on job. In addition, organizational culture is a way on how employee thinking and they able to describing the internal world of the organization. According to Schein (2011), several researchers has been defined that the culture of organization is all about the characteristic of an organization. Mostly it can share the ideas, the theory, the perspectives, attitude and models of organizational culture. The variable that been use is collectivism, future orientation, uncertainty avoidance and power distance. Collectivism is a connection one perceives between one's self and condition when people feel after have they move to larger collectives, they more understanding , easy for them to exchange their loyalty and return those same individual remain loyal to the group Fauziah Noordin Kamaruzaman Jusoff, (2010).