

**'EVALUATION OF BCA GRADUATES EMPLOYMENT
SATISFACTION'**

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Abstract

Employment satisfaction or known as job satisfaction refers to the degree of pleasure an employee derives from his or her job. There are many factors can contribute to the expression of employment satisfaction such as leadership style, benefit package offered, chances for career development, chances for attending training and development, and etc.

The study on evaluation of BCA graduates employment satisfaction shows whether the program offered in the university are much related to the studies in the past or not. Thus, the study determined the level of employment satisfaction of BCA graduates, examined influence of working environment on graduates employment satisfaction and examined the effect of moderating variables on employment satisfaction.

Twenty-nine of BCA graduates of Universiti Teknologi MARA throughout Malaysia, were sampled. Some respondents were provided an online questionnaire, and facsimile. Due to time constraint, some of them were interviewed through phone.

The findings indicated that, the respondents are moderately satisfied with benefit packages, job match, and career development. In addition they are positively satisfied with training and development, job involvement, leadership style and relationship with co-workers. However, there was no correlation between moderating variables and independent variables. Meaning to say, the moderating variable such as gender, type of organization and number of fulltime employees does not significantly influenced the independent variables.

There were some limitations while conducting this research, as the study did not provided the strong evidence of the employment satisfaction, the sample size too small to test the relationship between variable of interest, and lack of cooperation from the respondent while getting the information.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

This chapter will begin with an examination of three important attitudes employees hold about their work: how satisfied they are with their job, how involved they are with their job and how committed they are to organization.

Employment satisfaction or known as job satisfaction refers to the degree of pleasure an employee derives from his or her job (*Muchinsky, 2000*). How employees feel about their job is highly variables. They are broad differences in what people aspect from their job and thus broad reaction to them.

There are many factors that can contribute to the expression of employment satisfaction. Research has revealed that people develop overall feeling about their job as well as about selected dimension or facet of their job, such as their supervisors, promotional opportunities, salary offer, job match etc. Due to the factors above, many graduates nowadays express their employment satisfaction or dissatisfaction through various ways.