

**THE RELATIONSHIP BETWEEN EMPLOYEE
PARTICIPATION IN DECISION MAKING AND
EMPLOYEE JOB SATISFACTION AT TERENGGANU
EQUESTRIAN RESORT (TER)**

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JUNE 2013

ABSTRACT

This research is about a study on the relationship between employee participation in decision making and employee job satisfaction. It is widely believed, employee participation in decision making can affect their level of job satisfaction. This research was conducted to determine that there is an existence of correlation between these variables. This is a type of correlational research. The sampling frame was acquired in Terengganu Equestrian Resort (TER) with the population of 130 respondents and by using stratified random sampling techniques, 97 respondents were acquired as the sample size. The unit of analysis was individual employees with the instrument of questionnaire and using five-point likert scale to measure the variables. Questionnaire was used to collect data and SPSS version 2.0 software analyses was used to measure frequency distribution, reliability and correlations of the variables. The results of the research show that the variables were positively correlated and thus supported the hypothesis constructed. This research should make a contribution to the understanding of the relationship between employee participation in decision making and employee job satisfaction for most private organizations in any industries, Human Resource management and employee themselves.

ACKNOWLEDGEMENT

Grace be upon Allah the Almighty, with HIS blessings I have managed to come up with and submit my report for final year project as a requirement to graduate with Bachelor in Office Systems Management (Hons).

I would like to express my deepest gratitude to my Research Methods (OSM 601) lecturer, Associate Professor Dr. Baharom bin Abdul Rahman for providing me with basic knowledge in doing research as well giving guidelines and important details besides imparting valuable knowledge and advices throughout the accomplishment of the proposal.

May peace be upon my Academic Project (OSM 662) supervisor, Miss Wan Zuhaila binti Abd Rahman. Thank you for your constant assistant and does not give up in giving support for me in completing the report. Her readiness in assisting my work in any possible ways is very much appreciated.

Furthermore, I would like to extend my thankfulness to Terengganu Equestrian Resort (TER) Management for permission to distribute questionnaire as well as to Mrs. Hafini binti Mamat, Sales Executive for the cooperation and willingness to help me in conducting the survey in the organization.

Thank You.

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