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THE RELATIONSHIP BETWEEN EMPLOYEE
PARTICIPATION IN DECISION MAKING AND
EMPLOYEE JOB SATISFACTION AT TENAGA
NASIONAL BERHAD, KUALA TERENGGANU
(TNB KUALA TERENGGANU)

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ABSTRACT

The study examined the relationship between employee participation in decision making and employee job satisfaction. It is widely believed, employee participation either direct or indirect participation in decision making can affect their job satisfaction. However, there exists a natural reluctance by managers to involve employees in decision making process. These variables can create comparative advantage for organizations. A sample of 148 employees of office-based employees and technician employees from Tenaga Nasional Berhad, Kuala Terengganu is conducted. Findings show that employee participation is an important determinant of job satisfaction components. Increasing employee participation has positive impact on job satisfaction but it also strengthens the link between other outcomes of job satisfaction.

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