

JOB SATISFACTION OF EMPLOYEE IN OIL PALM PLANTATION

NUR IZZAT WAQINUDDIEN BIN ROSLAN

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ABSTRACT

JOB SATISFACTION OF EMPLOYEE IN OIL PALM PLANTATION

The employee is the most significant and precious asset of any organization, which is essential for the healthy operation of all other resources of the organization. The worker influenced is focused on a factor which reflects the perspective and awareness in establishing good job satisfaction in the plantation sector. In order to determine the objectives of this study, this survey will be considering the satisfaction of every worker who works in the plantation sector. This research paper is an attempt to study the job satisfaction of employee in plantation estate at FELDA Tun Ghaffar Kemendor. A systematic survey with a sample size of 59 individuals was conducted by evaluating the level of job satisfaction. The pilot study show that the Cronbach's Alpha value is 0.738 for all variable, whereas only 0.742 which indicates that all questions are consistent. Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) value is 0.611 near to 0.7 which means the sample is nearly adequate the result from the test show that $R^2=0.249$ which indicates 24.9% of worker job satisfaction is explained by the independent variables. Fair treatment and workload control have a strong positive relationship while productivity and environment have a moderate positive relationship on job satisfaction. The worker satisfaction can lead to the positive improvement of company performance. Understanding the worker's welfare factor will lead to better satisfaction which giving the company more benefit than a problem.

Keywords: Satisfaction workers, Workload control, Productivity, Fair treatment and Emotional