

**REWARD FACTORS TOWARDS JOB SATISFACTION: A STUDY OF  
LECTURERS IN KKTM LEDANG**

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DECLARATION OF ORIGINAL WORK



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Hereby, declare that:

- ✓ This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- ✓ This project-paper is the result of my independent work and investigation, except where otherwise stated.
- ✓ All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: *Siti Nabila Atika Binti Abd Halim*

Date: *6 January 2016*

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## ABSTRACT

The unstable economic condition and expensive cost of living has become an issue in Malaysia. Consequently, people are doing more job at one time in order to survive in this situation. Therefore, there are lot of problems regarding attitude, discipline and also job performance at the workplace. All of this will create dissatisfaction as employees become stressed and frustrated with their way of life. Employee with low level of job satisfaction is not going to benefit any organization and need to be avoided. Therefore, this study was conducted with three main objective. Firstly is to identify the level of reward factors and the level of job satisfaction among lecturers at KKTM Ledang. Next objective of research is to determine the relationship between reward factors with job satisfaction among lecturers in KKTM Ledang and lastly is to investigate which type of reward that act as the most influenced factor contributed to lecturer's job satisfaction at KKTM Ledang. In order to achieve all objectives of study, a descriptive study with quantitative data was conducted and the data were collected from 44 respondent of lecturers in KKTM Ledang. The collected data being analyzed by using several test analysis; descriptive analysis, Pearson Correlation Analysis and Regression Analysis. The findings revealed that there is high level of reward factors and also job satisfaction that existed among lecturers in KKTM Ledang. The results also showed that there is significant strong relationship between reward factors and job satisfaction of lecturers in KKTM Ledang. The findings also highlighted that, the most influenced reward factor that contributed to job satisfaction is recognition factor, followed by work life balance, benefit and also salary. In conclusion, it can be said that lecturers with high level of reward factor are more satisfied with their job. Hence, it shows that reward is an important element that influence job satisfaction among lecturers in KKTM Ledang.