

**DOES JOB SATISFACTION REALLY INFLUENCE JOB PERFORMANCE :
A CASE STUDY AT SIME UEP PROPERTIES BERHAD,
SUBANG JAYA, SELANGOR.**

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ABSTRACT

Job satisfaction as a feeling or an affective orientation to the current job situation. There are several factors that influenced job satisfaction among employees. The factors that are considered in this study are salaries, environment of the workplace, facilities, incentives and others. A satisfied worker will produce quality and productive jobs. A study was carried out on 40 staff of Sime UEP Property Berhad in USJ, Subang Jaya, Selangor. The main objective of the study was to determine the relationship between job satisfaction and job performance of the workers. Motivator factors and hygiene factors are instruments used in assessing the relationship in the survey. The self-answered questionnaires were filled during the fourth week of February 2000. This study concurred with previous studies on the relationship between job performance and satisfaction. It finds that among the main factors that influenced job performance and ultimately job satisfaction are: understanding among workers, facilities provided, environment, and the distance from home to their workplace. Among others, majority of the respondents felt that, in order to improve the hygiene factors, salaries of the employees need to be taken into account. This is because salary is one of the main factors that influence job performance.

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