



**THE FACTORS THAT INFLUENCING JOB SATISFACTION
AMONGST STAFFS OF UNIVERSITY OF MALAYSIA**

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ABSTRACT

This study was conducted to gain view on the issues of job satisfaction amongst Universiti Malaysia Pahang staffs. The objective of this research is to analyze the factor of salary, working condition, and promotion opportunities that can influence job satisfaction. In this research the dependent variables is job satisfaction while the independent variables are salary, working condition and promotion opportunities. Also the objective of this research is to answer the research question which are:- What is the employee's level of satisfaction towards their jobs amongst UMP staff?, Does working environment is the factors that lead to the job satisfaction amongst UMP staff?, Does promotion influence job satisfaction amongst UMP staff?, Does salary can give impact to the job satisfaction amongst UMP staff?. In order to collect data, this research applies questionnaire as an instrument. A total of 100 questionnaires will be distributed to the respondents. In order to analyse the data collected, the SPSS statistical software will be used for the purpose of this analysis.

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CHAPTER 1 : INTRODUCTION

1.1. INTRODUCTION

This chapter will include about introduction of the research and general explanation and overview for the entire research process. This research only focuses and analyses about factors that can give job satisfaction to the staff of UMP. This chapter consists 8 subchapters which is overview of study, background of the study, problem statement, research question, research objective, significant of study, scope of study and limitation of study.

1.2. OVERVIEW OF STUDY

1.2.1. Overview of Job Satisfaction

According to the dictionary, ¹job can be defining something that is regularly done by one person in order to earn money. Job also can be defining to something that need greater effort according to one capability to complete the job. ²According to the al-Quran verse 98:5, “Allah has mentioned that a servant should only serve themselves to Him and also to establish worship by paying zakah”. Zakah is one of the compulsory of worship, each one of a servant should do this act of worship. From the verse it can say that Allah allows His servant to earn money but must follow the way of Allah want which is by paying the zakah. All things in this world is belong to Allah as well as wealth, therefore whenever one person earn wealth, they need to spend the money to the needy brothers for the sake of Allah. Abu Huraira related that prophet said: “Allah commands every one of His servant to ‘Spend on others and I will spend on you’”

¹ [<http://www.merriam-webster.com/dictionary/job>]

² [<http://www.soundvision.com/article/the-quran-and-the-prophet-about-money-matters>]