



**FACTORS AFFECTING JOB SATISFACTION AMONG EMPLOYEES OF YAYASAN
SELANGOR**

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ABSTRACT

Job satisfaction has been one of critical issues faced by the employer in the country especially in an organization. Moreover, it can be costly and takes time as organization sacrifice monetary and non monetary benefits just to ensure employees remains and stay in the organization. Therefore, this study aims to investigate the determinants of job satisfaction among employees of Yayasan Selangor. This research was aimed to achieve the following objectives: determine the relationship between job satisfaction and working environment; identify the relationship between job satisfaction and emotional intelligence; examining the relationship between job satisfaction and leadership styles; and determine the most influential factor that affect job satisfaction among employees in Yayasan Selangor. The total population of the research is 100 employees of Yayasan Selangor with sample size 63 respondents. Then, all data were analyzed and interpreted by using Statistical Package for the Social Sciences (SPSS) software. Disproportionate stratified random sampling has been used as sampling technique for this research. A self-developed questionnaire, measured on Likert scale was used to collect data from respondents. The Cronbach alpha for the questionnaire shows good result which shown the instrument is reliable. Thus, Pearson Correlation analysis indicates that the strength of association of working environment, emotional intelligence and leadership styles are strong. Apart from that, regression analysis shows that there is a positive and significant relationship between working environment and leadership styles towards job satisfaction. Meanwhile, emotional intelligence shows no significant relationship towards job satisfaction. In addition, the most significant of factors influence job satisfaction is leadership styles.

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