

Title:

THE RELATIONSHIP BETWEEN JOB CHARACTERISTICS, EQUITABLE
REWARDS, WORK CONDITION, AND SUPPORTIVE COLLEAGUES
TOWARDS JOB SATISFACTION OF TEACHERS: A STUDY AT SEKOLAH
TINGGI PORT DICKSON

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Abstract

The purpose of this study was to describe the relationship between job characteristics, equitable rewards, work conditions and supportive colleagues with the job satisfaction of the teachers in Sekolah Tinggi Port Dickson. A total of 112 teachers of the school were taken as the sample for this study. The Research tool used was in questionnaire form. It was found that only equitable rewards showed significant difference towards the job satisfaction of teachers in Sekolah Tinggi Port Dickson. A few recommendations were given at the end of this study to help the teachers to increase their job satisfaction to yield better productivity.

CHAPTER 1

INTRODUCTION

1.1 Background

Although job satisfaction has been operationalized in many different ways (Judge, 2001), it is usually considered to be an attitude (Weiss and Cropanzano (1996). Weiss and Cropanzano further explain that job satisfaction is based partially on what one feels and partially on what one thinks. This is the most widely studied variable in organizational research, with more than 10,000 studies published to date (Spector, 1997). The Managers in today's organizations have given lots of attention and importance in the issue of job satisfaction of their employees. They want to know what they could do to enhance their employees' job satisfaction and how to do it. One of the reasons for their interest in acquiring this knowledge has been its role in predicting employee efficiency. (Hersy, 1929, 1932a, 1932b; Kornhauser, 1993; McMurry, 1932; Pennock, 1930; Snow, 1927).

There are also quite a number of researches done on job satisfaction of employees in the education field across the globe. In an attempt to know what is the motivating factors that drive the satisfaction of the teachers in Malaysia, particularly in the Sekolah Tinggi Port Dickson, this research is conducted. Since education is an important industry which provides services through its staffs for the cognitive developmental of the human, teachers' role are deemed very important. This learning institution is chosen to get the answers to the questions of this research to enable the institution to take

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