THE INFLUENCE OF JOB RELATED STRESSES ON JOB SATISFACTION: A STUDY AMONG THE ELECTRONIC INDUSTRY

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UNIVERSITI UTARA MALAYSIA

2011
THE INFLUENCE OF JOB RELATED STRESSES ON JOB SATISFACTION: A STUDY AMONG THE ELECTRONIC INDUSTRY

A project paper submitted to the College of Business in partial fulfillment of the requirements for the degree of Master of Human Resource Management

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ABSTRAK

ABSTRACT

The purpose of this study is to examine and gain a better understanding of the drivers in the job related stresses that influence the employee job satisfaction in Electronic Industry. This study was done among 113 employees regardless their position, length of service, and work nature in the company. Data were gathered through questionnaires and was being analyzed by using Statistical Package for Social Science (SPSS) version 12. Throughout the statistical analysis – correlation analysis, it is found that there is a significant relationship between the independent variables namely Jobs related stresses with the dependent variables – Job satisfaction. Among all the subs independent variable, work organization stress is found to be the most independent variable in driving the job satisfaction in electronic company.
ACKNOWLEDGEMENT

I would like to convey my gratitude to Allah S.W.T for giving me the drive and motivation to complete this study. Without the help and support I received from the following people I would never have completed this program:-

My project supervisor, Dr. Chandrakantan for his invaluable efforts and time in providing proper guidance, assistance and effortless support throughout the entire process. From him I learnt skills, patience and endurance in completing the project paper.

My officemates and friends these past years who have created an environment of support and encouragement.

My sincere appreciation to the management of Intel (M) for granting permission to carry out this study. My special thanks to the respondents who have contributed significantly by participating in the study and answering questionnaires.

My beloved parents, Hj Ibrahim Hj Abdul Wahid & Noriah Abu Samah for their love and compassion who made me who I am today.

Lastly, my family has been the greatest source of support I could have throughout my education. My children, Syahirah Maisarah and Mohamad Ameer Faiz,, I am so appreciative for all the joy, confusion and general frustration that you all have put up over the years. My wife, Suhaila Samdin who gave me an immeasurable amount of love and encouragement throughout the entire process. I could not imagine a better person to be on my side as I embark on my career. Only God knows what the future has in store for us.
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CHAPTER 1
INTRODUCTION

1.1 Background of the study

Work is a central part of almost everyone's life. Most adults devote weekdays to work (Landy & Conte, 2004) as career development makes up almost 70% of all human developmental tasks. Work and the workplace emphasizes many issues related to industrial and organizational psychology including personnel selection and training, job satisfaction, quality of work life, human factors, work conditions, performance appraisal, motivation and leadership, and the physical and mental health of workers.

Perceived satisfaction on the job is reflected by the needs of sense of fulfillment and expectation for the job to be interesting, challenging and personally satisfying (Smither, 1994). Job satisfaction is also an achievement indicator in career developmental tasks is associated with the psychological and individual well-being (Nassab, 2008).

Low job satisfaction can be an important indicator of counterproductive employee behavior and can result in behavior such as absenteeism (Oshagbemi, 1997) and turnover intentions (Sullivan & Bhagat, 1992). Job satisfaction can also partially mediate the relationship of psychosocial work factors to deviant work behaviors. Low job satisfaction can be an important indicator of counterproductive employee behavior and can result in behavior such as absenteeism (Oshagbemi, 1997) and turnover intentions (Sullivan & Bhagat, 1992). On the other hand, job related stress and organizational stress has been identified as several factor which may immediate, moderate, and / or buffer stressor in the work place. There are some reports in the literature that high levels of perceived Job related stress and Organizational are associated with
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References


