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**A STUDY ON THE RELATIONSHIP BETWEEN
MOTIVATION AND JOB SATISFACTION
TOWARDS EMPLOYEE'S PERFORMANCE
AMONG EXECUTIVES LEVEL IN OIL AND GAS
INDUSTRY IN KUALA LUMPUR**

HAMIZATUN DASHIMA BINTI HAMZAH

UNIVERSITI UTARA MALAYSIA

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HAMIZATUN DASHIMA BINTI HAMZAH

805443

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Othman Yeop Abdullah Graduate School of Business,
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Othman Yeop Abdullah
Graduate School of Business

Universiti Utara Malaysia

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EMPLOYEE'S PERFORMANCE AMONG EXECUTIVES LEVEL IN OIL AND GAS INDUSTRY
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ABSTRAK

Tujuan kajian ini adalah untuk menyiasat samada terdapat sebarang hubungan antara motivasi pekerja, kepuasan kerja dan prestasi pekerja. Kaedah tinjauan ini menggunakan dengan data kuantitatif telah diproses menggunakan teknik multivarian.

Statistik deskriptif seperti kekerapan dan peratusan digunakan untuk mengukur peratusan soal selidik yang dikembalikan dan juga digunakan untuk menerangkan pprofil responden seperti jantina, latar belakang pendidikan, kelayakan akademik , julat gaji, pengalaman bekerja dan jawatan.

Korelasi dan regresi linear digunakan untuk statistik. Koelasi Pearson digunakan untuk mengukur kepentingan bivariat linear antara pembolehubah bersandar dengan untuk mencapai objektif kajian ini. Regresi linear yang digunakan untuk menentukan hubungan antara pembolehubah bersandar, hala tuju hubungan, tahap hubungan dan kekuatan hubungan.

Tesis ini mendapati bahawa kepuasan kerja telah signifikan secara positif mempengaruhi prestasi kerja dan bukan daripada motivasi. Kepentingan motivasi yang tidak didapati dalam pengaruh kepada prestasi kerja. Kajian ini merumuskan bahawa bahawa keputusan kerja dikalangan kakitangan eksekutif dalam industry minyak dan gas di Kuala Lumpur.

Kata kunci: Keputusan Kerja, Motivasi, Prestasi Pekerja, Kakitangan Eksekutif

ABSTRACT

The aims of this study are to investigate whether there is any relationship between employee motivation, job satisfaction and employee performance. The survey method was employed with the quantitative data were processed using a multivariate technique. Descriptive statistics such as frequency and percentage used to measure the percentage of returned questionnaire and also used to describe the respondents' profile such as their gender, educational background, their academic qualifications, the salary range, year of working experience and job title. Correlation and linear regressions used for inferential statistics. The Pearson correlation used to measure the significance of linear bivariate between the independent and dependent variables thereby achieving the objectives of this study. Linear regressions used to determine the relationship between independent and dependent variables, the direction of the relationship, the degree of the relationship and strength of the relationship. This thesis found that job satisfaction has significance positively influence to the employee's performance rather than motivation. The non significance of motivation was found in the influence to the employee's performance. This study concludes that job satisfaction among executives staff in oil and gas industry in Kuala Lumpur.

Keywords: Job Satisfaction, Motivation, Employee Performance, Executive Staff

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LIST OF ABBREVIATIONS

HR : Human Resource

UUM : University Utara Malaysia

CHAPTER 1

INTRODUCTION

1.1 Research Background

In today's global business employees are increasingly expected to display effort, motivation and initiative in modern organizations. It is not only human competence depends on the success of an organization, but also how it motivates employee to an organization. The essential key to an organization's success and survival is adaptability. Organizations need to have the right employees that are able to manage at the speed of change and address business issues creatively (Robbins, 2005).

Globalization had brought a lot of impacts on organizations. Those impacts made organizations to be aware of any changes that are happening every day. The main reason for doing that is to be able to compete with each other and in order to keep surviving in the business area. Organizations also need to change to give satisfaction to its internal environment such as employee and supplier inside of the system or the organization (Robbins, 2005). In order to make sure the organization to be more successful, it must continuously ensure the satisfactorily of their employee (Berry, 1997). Organization with more satisfied employees tends to be more effective, beside that, happy worker are more likely to be a productive worker (Robbins & Judge, 2007).

An organization could never stand without having employees. Employees are the main reason an organization could exist for a long time. They are the ones who play

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The number of respondents is 100 executive from Oil and Gas Industry in Kuala Lumpur, Malaysia. It translated into reports based on Motivation and Job Satisfaction. It was defined to deliver the information contained in the reports in a way that would be meaningful and could translate into company process improvement. With the survey research, data were grouped into reports appropriate to the selected audience: Executive, Designers, Engineers and Managers. Standards were defined to report data in a valid, user-friendly way, displaying information as it related to defined target goals.

The result of correlation and regression in assessing the variables or the empirical relationship between motivation and job satisfaction was contribute positively related to employee's performance as hypothesized.

Empirical research supporting such theoretical development has been conducted. Analysis job satisfaction is the scientific activities and as combination of representing (theory of motivation) and intervening (empirical research) to increase employee performance. This research also supported the conceptual development of the job satisfaction and motivation in employee's performance.

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