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**A STUDY ON JOB SATISFACTION AMONG TEACHERS AT MAKTAB
RENDAH SAINS MARA (MRSM) ULUL ALBAB**

By



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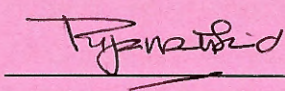
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ABSTRACT

This study was conducted to identify factors that influence teacher's job satisfaction at Maktab Rendah Sains MARA (MRSM) Ulul Albab which comprises of 6 schools in Malaysia. MRSM Ulul Albab is a full boarding school under the leadership of Majlis Amanah Rakyat (MARA) that focuses on producing a professional expert with religious knowledge. This study uses quantitative techniques to examine the relationship and effect of job satisfaction, emotional intelligence, human capital development, work environment, incentive rewards and staff relation to job satisfaction.

Keyword: *job satisfaction, teachers, incentives and rewards*



ABSTRAK

Kajian ini dijalankan untuk mengenal pasti faktor-faktor yang mempengaruhi kepuasan kerja guru di di Maktab Rendah Sains MARA (MRSM) Ulul Albab yang terdiri daripada 6 buah sekolah di Malaysia. MRSM Ulul Albab adalah sekolah berasrama penuh di bawah kepimpinan Majlis Amanah Rakyat (MARA) yang memberi tumpuan kepada menghasilkan pakar profesional mengenai pengetahuan agama. Kajian ini menggunakan teknik kuantitatif untuk mengkaji hubungan dan kesan kepuasan kerja, kecerdasan emosi, pembangunan modal insan, persekitaran kerja, ganjaran insentif dan hubungan kakitangan dengan kepuasan kerja.

Kata kunci: *kepuasan kerja, guru, insentif dan ganjaran*



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In the name Allah the Most Gracious and The Most Merciful All praise and due are to Allah and peace and blessings be upon His Messenger

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Figure 1: Research Framework

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

The teaching profession cannot be regarded as a career that anyone can engage. To be a teacher, only those who possess the capability, expertise, credentials, adequacy, interests, dedication and intellect are qualified. Additionally, teachers also require the enormity and responsibility in confronting the obstacles of the globalization age. The job satisfaction of teachers is also related with the involvement of in decision-making, high authority in the workplace, working environment and progress in student achievement (Pearson & Moomaw, 2005; Ingersoll, 2001). Boost in teacher work gratification can drive them to continue their efforts to develop their teaching skills create better learning environments and increase the achievements of their students. Job satisfaction is a convoluted symptom with various related factors such as personal, social, cultural and economic, according to (Kumar, 2007). Various attitudes of a teacher to his work and the factors related to his work results in better teacher's job satisfaction.

Teacher job satisfaction is the teacher's feeling of enjoy or not about work based on the teacher's expectations with the rewards provided to them by the school. Teacher's

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