

The Relationship of Human Resource Practices
and Job Satisfaction

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ABSTRACT

The research presented in this thesis has scrutinized the literature of Human Resource Management studies in different contexts. Accordingly, it found a gap in HR studies in the context of Malaysia where impact of certain HR Practices such as Compensation, Participation, and Career Design practices on Job satisfaction level had not been explored in details before. Hence, the main objective of the research is to identify the possible impact of mentioned practices on Job Satisfaction amongst the employees of Malaysian companies. Hence, the research aimed at filling out the gap by articulating three hypotheses with regard to the mentioned relationships. For this purpose, the research adapted descriptive and quantitative approach and distributed 183 questionnaires to the employees of Malaysian companies located in Kula Lumpur. As the result, the research found out positive relationships between the constructs by implementation of data analysis and use of SPSS software version 19. The research hence addressed the research objectives and questions and the research implied that unexpectedly financial incentives are not strong predictor of job satisfaction level while other factors such as participation and career design highly influence on the job satisfaction of the employees. The research also opens the door and ground for future studies and authors who wish to generalize the research scope into other contexts.