



**RELATIONSHIP BETWEEN TALENT DEVELOPMENT, WORK ENVIRONMENT,
PAY BENEFITS AND JOB SATISFACTION**

AGASSI CANTONA ANAK JOHNSON

2016709043

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
CAWANGAN MELAKA KAMPUS BANDARAYA**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA**

“DECLARATION OF ORIGINAL WORK”

I, Agassi Cantona anak Johnson (I/c Number: 960216135843)

Hereby declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project paper is result of my independent work and investigation, except where otherwise stated.
- All verbatim extract has been distinguished by quotation marks and source of my information have been specifically acknowledge

Signatures: _____



Date: 13/01/2020

LETTER OF SUBMISSION

DECEMBER 2019

Dr. IRZAN ISMAIL

Project Paper Advisor

Bachelor of Business Administration (Hons)

Human Resources Management Faculty of Business Management

Universiti Teknologi MARA (UiTM)

Kampus Bandaraya Melaka

Off Jalan Hang Tuah

75300 Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title — “Relationship Between Talent Development, Work Environment, Pay Benefits and Job Satisfaction” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you,

Sincerely,



(Agassi Cantona anak Johnson)

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ABSTRACT

The objective of this study was to find out whether independent variables which were work environment, pay benefits and talent development have a positive relationship with the selected dependent variable, job satisfaction. The study also targeted respondents who currently working in construction sector which was employees of Sri Pengkalan Binaan's group of employees been selected. The collected data of the study were analyzed using Statistical Package for Social Science (SPSS) software. The response rate of the respondents was 94.2% where 81 out of 86 respondents successfully return their questionnaires. Various types of analysis and tests had been conducted which is was consists of descriptive analysis, reliability test, correlation analysis, and multiple regression analysis. All of these analysis and tests was to study the data that have been collected. The study portrait that only one independent variable has a significant effect on job satisfaction which is working environment. While the other two independent variables (pay benefits and talent development) did not have significant effect on job satisfaction.