

# FINAL PROJECT

## MBA



### “A Factor Analysis of Overall Job Satisfaction”

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## **ABSTRACTS**

The study was a survey conducted to analyze the factor of overall job satisfaction in telecom sector.

Following were the objectives of the study:

1. To explore the infrastructure of employment in telecom sector.
2. To determine the motivating factors that monitor employees' retention.
3. To analyze the amount of influence training has when it comes to encouraging the staff.
4. To find out what challenges and bottle necks are preventing the telecom sector from increasing employee productivity and in retaining staff.
5. To discover the effect of motivation for employees in their decision to stay with the organization.
6. To judge whether increased delegation of authority and empowerment gives employees a greater sense of responsibility and maintains the satisfaction level.
7. To explore if intrinsic and extrinsic factor would help increase the motivation process.

The study was undertaken by using a questionnaire set at 5 point scale. To minimize the influence of gender bias, the 200 respondents were selected collectively from either sex.

The findings of the study were as follows:

1. Gender Bias is general in a state like Pakistan. To avoid this practice we tried to put up both sex in the questionnaire. The primary question of our questionnaire was about gender in which got 130 filled by the respondents, only 13 of all were rejected because of missing data. Only 117 got accept and proceeded for the research purpose.
2. We have 95 male and 25 female these are the respondents from the accepted questionnaire.
3. The questionnaires was entered in SPSS and the missing responses against items of dependent and independent

variables of the research included in the questionnaire were analyze

4. My organization pays better than competitors about 42 percent respondents agree and strongly agree to this statement, 17 percent respondents are neutral where as 41 percent respondents disagree and strongly disagree to the statement.
5. My pay is adequate considering the responsibilities I have the table shows that 34.5 percent respondents agree and strongly agree to the statement, 21.4 percent respondents are neutral whereas 43.6 percent people disagree and strongly disagree to the statement.
6. Results showed in organization promotion hierarchy the table shows that 19.7 percent of total respondents agree to the statement, 14.5 percent respondents are neutral whereas 64.1 percent respondents disagree and strongly disagree to the statement.
7. If we see the coworker relationship the table shows that 82.9 percent of total respondents agree and strongly agree to the statement, 12 percent are neutral whereas 5.2 percent respondents disagree and strongly disagree to the statement.
8. The result showed regarding the responsibility factor the table shows that 60.7 percent of total respondents agree and strongly agree to the statement, 27.4 percent are neutral whereas 11.1 percent respondents disagree and strongly disagree to the statement
9. The factor of work itself the results in the table shows that 65 percent of total respondents agree and strongly agree to the statement, 14.5 percent are

neutral whereas 17.9 percent of respondents disagree and strongly disagree to the statement.

In a nut shell, it is quite evident that application of certain job incentives termed as a satisfaction factors (namely; promotion system, performance appraisal system and job training) plays very important role in satisfying an employee during its job.

Therefore in the light of observation recorded and statistical analysis, induction and application of such satisfying factor is recommended.

## **ACKNOWLEDGEMENT**

One person can't do anything, but if he/she got the support of very co-operative people, then nothing remains impossible for him. We also found such people in BAHRIA UNIVERSITY helped us a lot during our FINAL PROJECT. We are very thankful to our SUPERVISOR and other staff for giving us such assistance in our project which provided us knowledge and experience in writing this report. We are really very thankful to them.

## DEDICATION

"THIS PROJECT IS DEDICATED TO

**OUR PARENTS**

AND ELDER BROTHERS WHO GUIDED & ENCOURAGED US IN  
EVERY FIELD OF LIFE. THEIR PRAYERS ARE ALWAYS WITH  
US."

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