

## Abstract

This study is aimed at identifying the job satisfaction levels of Perusahaan Otomobil Nasional Berhad's employees in Shah Alam, Selangor. One hundred thirty three respondents are selected and interviewed by using job description index questionnaire. The five job facets (work, pay, promotion, supervision, and co-worker) are used to measure their job satisfaction level at each facet and also overall job satisfaction levels. The study found that work, promotion, and co-worker facet are satisfied by the PROTON staffs. Whereas they are not satisfied with pay and supervision facet. The overall job satisfaction shows that the workers in generally are satisfied. The study also used an ANOVA method to analyse the significant relationship between the job satisfaction facet and the demographic factors. The results indicate that sex has a significant relationship with pay facet, job status has a significant relationship with work facet and divisions/departments has a significant relationship with co-worker facet. Finally, the multiple regression analysis results indicate that only sex has a significant relationship with overall job satisfaction.