

# Pay Satisfaction Mediating between Employees' Attitudes towards Money and their Perception of Career Satisfaction and Well-being

Ng Cing Yee

Bachelor of Science in Biotechnology  
Universiti Malaysia Sabah  
Kota Kinabalu  
Malaysia  
2005

Submitted to the Graduate School of Business  
Faculty of Business and Accountancy  
University of Malaya, in partial fulfilment of the requirements for the  
Degree of Master of Business Administration

December 2009

## Abstract

Money appears to be the source or the link to one's satisfaction, be it pay, career or life. People's level of satisfaction depends on the importance they place on money. The attraction of money is so great that people are drawn to slave for it and to worship it (Tang, Furnham, & Wu, 2003). Lawler (1966) has stressed that pay remains important regardless of the amount one earns. However, earning substantially high salaries are more likely to make individuals more satisfied with their career and lives. This study proposes that pay satisfaction mediates between employees' attitudes towards money and career satisfaction. It also hypothesises that pay satisfaction mediates between employees' attitudes towards money and their perception of well-being. Based on the statistical analysis, pay satisfaction is a full mediator between employees' attitudes towards money and career satisfaction. However, it does not mediate between employees' attitudes towards money and their perception of well-being.

## Acknowledgements

From the past one year, I have come to understand that research produced from hardship is a special gift of life because a sound research paper is becoming rare. During my time of uncertainty, I am fortunate to be coached by my supervisor, Dr Angeline Tay, who is keen for the best. She has thought me to persevere and to expect only the best results. If having one of the best supervisors is not fortunate enough, I am blessed with another, Prof Dr M. Abessi, who dispenses advice on research methodology, without any reservation.

To Dr Angeline and Prof Abessi, a note of thanks is a mere appreciation that I can express, at this point of time. Without your guidance, I will not be able to have the opportunity to write out this page. I wish that my thesis will do you proud.

Last but not least, I am grateful to have my family and a number of individuals who have been great friends to me. As the saying goes, each of them has been “A friend in need is a friend indeed”.

A million thanks to all of you.

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