

## **ABSTRACT**

The Malaysian Army needs to have a balance and credible force to protect the country sovereignty from external threat and to protect its country natural resources and interest from others intervention. The Army through its modernization program purchased the hardware, conducting training and exercises internally or externally, the human resource played a crucial part.

The disciplinary cases committed by the soldiers are on the rise such cases are absentees, criminal cases, loan defaulter etc and all those problems has caused time wastage and the resources that been used to train the soldier had stretched its capabilities and economy of effort. The first year soldier will be exposed to a lot of external and internal influences which could decide on his future directions or actions. They are the backbone of the force and any disciplinary cases will surely reflected the efficiency and the effectiveness of the particular unit. These young soldiers are easily influence and it is importance that a study to be conducted on the needs of this particular group of soldier towards the reasons and factors influence their job satisfaction.

The objective of the study are to analyses factors such as relationship with peers, superior subordinate relationship, organizational climate or environment and economy reward have an influence on job satisfaction on the first year soldier.

It was hoped that knowledge concerning these variables would lead to valid management interventions which could focus to the solution on job satisfaction.