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## The Relationships of Individual Well-Being and Working Environment with Job Satisfaction among Factory Workers in Malaysia

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### Abstract

The present study examined the factors influencing job satisfaction in the context of factory workers in Malaysia. The major purpose of the study was to identify the main problems faced by those factory workers. The study also aimed to examine the influence of demographic variables on job satisfaction and the relationships of family income, individual well-being, and perceptions of the working environment with overall job satisfaction among those factory workers. A survey was distributed among 551 factory workers working in the Klang Valley area. Results from the survey indicated that the two main problems faced by the factory workers are, fear of the influx of foreign workers that may threaten their jobs, and the relatively low pay, taking into account the high cost of living in the Klang Valley. Findings also indicated that while gender and race did not significantly influence perceptions of the working environment and job satisfaction, job positions did. Those working as security and logistics staff were significantly more satisfied with their working environment than those holding administrative or technical/production posts. Job satisfaction also varied significantly across job positions; those working in security and logistic positions were significantly more satisfied with their jobs compared to the other employees (administrative, managerial/professional, and technical/production). Finally, using hierarchical linear regression, with family income as the control variable, the findings suggested that both individual well-being and perceptions of the working environment emerged as positive. Both of these are significant predictors of perceived job satisfaction among factory workers. The implication of these findings will be discussed within the framework of organizational satisfaction and individual well-being.

### Keywords

Author Keywords: factory worker; Herzberg's two-factor theory; individual wellbeing; job satisfaction; working environment

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