

## RELATIONSHIP BETWEEN SATISFACTION WITH COMMITMENT, MOTIVATION AND PERFORMANCE

**Abdullah Sanusi Othman, Ahmad Rafli Che Omar, Ulya Sabirah Binti Mohd Hanafi**

Faculty of Economics and Management  
Universiti Kebangsaan Malaysia  
43600 Bangi, Selangor  
**MALAYSIA**

**&**

**Iftekhar Amin Chowdhury**

Labuan Faculty of International Finance  
Universiti Malaysia Sabah  
asza@ukm.edu.my  
ushi70@hotmail.com

### ABSTRACT

The purpose of this study is to examine the relationship between job satisfaction with commitment, motivation and work performance elements of job satisfaction consists of salary (*pay*), supervision or oversight (*supervision*), promotion (*promotion*), colleagues (*co-worker*), and the work itself (*the work itself*). However, in this study, all these elements of job satisfaction are combined thoroughly and are not reviewed separately. This study was carried out using the survey form answered by respondents online (*online*) and respondents consisted of public sector employees and the private sector. A total of 85 responses were received from the online survey form but only 80 responses were available to be analysed. Data collected were analysed using the Statistical Packages for Social Science (SPSS) software. The results of the correlation analysis test showed that there was a significant and positive relationship between job satisfaction and work commitment, work motivation and work performance. The findings also showed that job satisfaction plays an important role as an independent variable towards the commitment, motivation and performance of employees in an organization.