



# ICAR<sup>'21</sup>

INTERNATIONAL CONFERENCE  
OF CROSS-DISCIPLINARY  
ACADEMIC RESEARCH 2021

Organizer :



Co-organizer :



Institute for Management and  
Business Research (IMBR)  
Universiti Utara Malaysia



USM  
UNIVERSITI SAINS MALAYSIA



UNIVERSITY  
OF MALAYA



UniKL  
UNIVERSITI  
KUALA LUMPUR

[icar2021.kuptm.edu.my](http://icar2021.kuptm.edu.my)

e ISBN 978-967-26577-0-5



9 78 9672 6577 05

## THE AFFECTS OF CORPORATE GOVERNANCE ON THE EMPLOYEES JOB SATISFACTION

*\*Eiman Awateef<sup>1</sup>*

*kl2011008480@student.kuptm.edu.my*

*Farha Abdol Ghapar<sup>2</sup>*

*farha@kuptm.edu.my*

*\*Corresponding author*

*Faculty of Business, Accountancy & Social Sciences,  
Kolej Universiti Poly-Tech MARA Kuala Lumpur<sup>1,2</sup>*

### ABSTRACT

There are various issues have led to more interest in empirical research of employee's satisfaction such as compliance in labor regulation, equality and fairness treatment from top management, environmental care and etc. Usually, these problems are related to the governance practices in an organisation. Mostly previous studies only relate the corporate governance with organizational performance. Since the economy crisis increase globally, most investors now interested in company that invest more in skilled employees and have a good employees satisfaction review related to their job and workplace. This study sought to investigate the relationship between corporate governance and employee's satisfaction in a company. The study was guided by the following objectives. To determine the influence of corporate governance on employee job satisfaction, and the internal control system influence on employee job satisfaction. Next, to determine the effect of skill development on employee job satisfaction. The study adopted descriptive survey research design. The researcher used online questionnaire that distribute to the 150 employees by email. Regression model was used to investigate the influence of governance practices on employee job satisfaction. From this study we found that there is positive relationship between the governance practice and employees job satisfaction. Employees are found less stress with their job when their interest were included in decision making and be appreciated when they done their job well. Hence for this paper, we propose to narrow the places to study the governance practice in an education industry, KUPTM Kuala Lumpur and verify the employees job satisfaction from the data collection.

Keywords: Corporate governance, employees job satisfaction, internal control, education industry