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**ANALYSIS OF JOB SATISFACTION LEVEL AT DELTA CIVIL
CONSTRUCTION AND INDUSTRIES PUBLIC COMPANY LIMITED**

A RESEARCH PAPER PRESENTED TO THE FACULTY
OF THE GRADUATE SCHOOL SOUTHERN LUZON STATE
UNIVERSITY, LUCBAN, QUEZON, PHILIPPINES IN
COLLABORATION WITH
THAI NGUYEN UNIVERSITY, SOCIALIST REPUBLIC
OF VIETNAM

**IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE DEGREE
DOCTOR OF BUSINESS ADMINISTRATION**

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AUGUST, 2013

ACKNOWLEDGMENTS

I would like to express our most sincere thanks to the Management Board of the Southern Luzon State University, Thai Nguyen University, the teacher, the teacher of the school has helped me facilitate the learning process throughout.

I would like to express sincere gratitude and profound Professor Walberto A. Macaraan, enthusiastic teacher who have dedicated guidance, encouragement, spend time and exchange orientation for me during this research.

I would like to express my sincere thanks to the Delta Civil Construction and Industries Public Company Limited. The company has helped me research material, through a questionnaire survey.

I sincerely thank the Board of the University of Labor and Social affair (ULSA), colleagues in ULSA, classmates DBA1 facilitated enthusiastic help and share my experience to help complete the thesis.

Finally, I would like to send the gift to the heart of my family has passed enthusiasm and encouragement to complete my thesis.

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CHAPTER 1. INTRODUCTION

1.1. Rationale

Specific employee attitude relating to job satisfaction is one of the major interests to the field of organizational behavior and the practice of human resource management. Job satisfaction is one of the most researched areas in Industrial and Organizational (I/O) Psychology. It estimated that over 3,000 articles have been written on the topic. The subject has aroused so much interest because of three main reasons.

First, it is cultural in the sense that as a nation that values individual freedom, personal growth, and opportunity. For example, in certain European countries, like Germany, Sweden and Holland, there has been a long-standing concern for industrial democracy, in which the feelings of workers are of major importance. However, in some other European countries and in other parts of the world, interest in the quality of work life is emerged (*De Wolff & Shimmin, 1976*).

The second reason for interest in job satisfaction is functional. Some research studies have shown that satisfaction is related to other important variables like absenteeism, turnover, and performance. Though we do not know if job satisfaction has a causal relationship with these variables (for example, if high job satisfaction will cause a worker to be absent less often), we do know that feelings of high job satisfaction are associated with certain levels of these variables. Because the company wants less absenteeism, less turnover and better performance, then increasing job satisfaction might help in meeting these objectives.

Finally, there is a historical basis to job satisfaction research. The studies began in the 1920s as research on the effects of work and illumination