



## Career Motivation and Job Satisfaction: A Study Among Hospitality Employees

Audrey Dubah Janu<sup>1</sup>, Agatha Lamentan Muda<sup>2\*</sup>, Farida Abdul Halim<sup>3</sup> and Nur Fatimah Abdullah Bandar<sup>4</sup>

<sup>1,2,3,4</sup> Universiti Malaysia Sarawak, 94300 Kota Samarahan, Sarawak, Malaysia

### ABSTRACT

This study examined the relationship between career motivation and job satisfaction among hospitality employees of one hotel in Sri Aman, Sarawak. A cross-sectional survey design was employed to conduct the study. The data of study was collected using self-administered survey questionnaires among 80 employees that were chosen using simple random sampling. Data was analysed using descriptive and inferential statistics. Specifically, the Pearson's product-moment correlation was used to test the research hypotheses. Results indicated that the sub-components of career motivation; career resilience, career insight and career identity were significantly and positively correlated with employees' job satisfaction.

*Keywords:* Career Motivation; Career Resilience; Career Insight; Career Identity; Job Satisfaction

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### INTRODUCTION AND BACKGROUND OF STUDY

Keeping employees engaged and satisfied takes more than just a good pay and benefits. According to the SHRM (2016) report, most employees rated respectful treatment as among the most important factors of job satisfaction. Besides, job satisfaction is of-

ten determined by how well the outcomes meet or exceed expectations. People who enjoy their job are apt to spend time learning more about it and associating with people who are also involved. Those who report enjoying their jobs are expected to have strong career motivation or vice versa (Umit Almacik, Esra Almacik, Kultigin Akcin and Sehat Erat, 2012).

Career motivation can be defined as a multidimensional construct internal to the individual and is influenced by situation and reflected in the individual's decision and behaviors (London, 1983). According to Umit Almacik et. al (2012), this variable is among important factors that are related to

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E-mail address:

malamentan@unimas.my (Agatha Lamentan Muda)

\*Corresponding author

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