

ABSTRACT

This study aims to examine the factors influencing employee satisfaction at Sahul Steels Corporation, a leading player in the steel manufacturing industry. Employee satisfaction plays a pivotal role in organizational success, impacting productivity, retention, and overall workplace morale. The research primarily focuses on evaluating the key determinants of job satisfaction, including work environment, compensation, career development opportunities, leadership, and organizational culture.

Data was collected through a structured questionnaire distributed among employees from various departments within the corporation. The study employs both quantitative and qualitative research methods, utilizing statistical analysis to identify patterns and relationships, as well as qualitative feedback to gain deeper insights into employee perspectives.

The findings of the study suggest that while Sahul Steels Corporation has made notable efforts in providing competitive compensation and fostering a positive work culture, there are areas that need improvement, such as career advancement opportunities and employee recognition programs. A significant portion of the workforce expressed a desire for more transparent communication from management and enhanced professional development initiatives.

In conclusion, the study highlights the importance of addressing employee concerns and continuously improving practices related to job satisfaction. Recommendations are provided for management to implement strategies that align with employee needs, ultimately aiming to improve retention, boost productivity, and enhance overall organizational performance.