

**ABSTRACT OF THE DISSERTATION**

**ASSESSING DETERMINANTS OF GOVERNMENT  
EMPLOYEES' JOB SATISFACTION IN MYANMAR**

**By**

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Public sector job satisfaction is an important topic, but studies on the job satisfaction of Myanmar public employees are limited. What is the general level of public sector job satisfaction, what factors affect public employees' job satisfaction, and how are they satisfied with their jobs are unclear. To address these questions, this study adopted an exploratory sequential mixed method approach and found out job satisfaction factors. In the qualitative phase, data were collected through face-to-face interviews with 226 public employees, then quantitative data were gathered by assessing self-administered survey data (N = 1,225). The qualitative data collected from the interviews were analyzed by NVivo 12. Multiple regression analysis using STATA version 15 was conducted to analyze the survey data. Applying Herzberg's two-factor theory, the study found that both motivators and hygiene factors influenced public employees' job satisfaction and dissatisfaction. In particular,

interpersonal relationships, family orientation, work itself, public service motivation, supervision technical, religiosity, salary, and job security all were found to have an effect on job satisfaction in both qualitative and quantitative findings. Job dissatisfaction factors found in both the qualitative and quantitative findings were work itself, recognition, possibility of growth, and supervision technical. More specifically, public service motivation and religiosity contribute to job satisfaction, and family orientation's negative effect is statistically significant. This study shed the light on the importance of cultural and religious values while studying job satisfaction.

Keywords: Job satisfaction, Herzberg's two-factor theory, motivators, hygiene factors, government employees.