FACTORS INFLUENCING AFFECTIVE ORGANIZATIONAL COMMITMENT AMONG KNOWLEDGE WORKERS: A CASE STUDY AT JABATAN PENGAIRAN DAN SALIRAN (JPS), KELANTAN

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MASTER OF HUMAN RESOURCE MANAGEMENT
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FACTORS INFLUENCING AFFECTIVE ORGANIZATIONAL COMMITMENT AMONG KNOWLEDGE WORKERS: A CASE STUDY AT JABATAN PENGAIRAN DAN SALIRAN (JPS), KELANTAN

A thesis submitted to the College of Business in partial fulfillment of the requirements for the degree of Master of Human Resource Management,
Universiti Utara Malaysia

By
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I certify that any help received in preparing this thesis and all sources used have been acknowledged in this thesis.

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“Syukur Alhamdullilah!”

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ABSTRACT

This study was carried out to identify The Affective Organizational Commitment among Knowledge Workers in Jabatan Pengairan dan Saliran (JPS), Kelantan. The purpose of the present study is to develop understanding of organizational commitment and to examine whether there is relationship between independent variable (leaderships, knowledge sharing, task orientation, opportunities of training and development, compensation and incentives, and employee relations) with the dependent variable (affective organizational commitment).

There are 150 questionnaires were distributed to staff at JPS that have recognized and the response obtained was 100 per cent. The data obtained from the study was analyzed using descriptive statistics. Descriptive statistics was conducted to determine response rate and the profiles of the respondents. Pearson correlation analysis was conducted to examine the relationship between independent variable with the affective organizational commitment. Multiple regressions were use shows that leaderships having the most influence on the organizational commitment among five dimensions of independent.

The findings from this study were indicated that there was significant relationship between independent variables with organizational commitment. This is confirming that leadership, knowledge sharing, task orientation,
opportunities of training and development, compensation and incentives and employee relations is very important to ensure that the organization’s goals achieved as a whole. Hence, Human Resource Managers should take proactive to improve better job environment and ensuring the organizational commitment among the knowledge workers.
# TABLE OF CONTENT

<table>
<thead>
<tr>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declaration</td>
<td>i</td>
</tr>
<tr>
<td>Permission to use</td>
<td>ii</td>
</tr>
<tr>
<td>Acknowledgement</td>
<td>iii</td>
</tr>
<tr>
<td>Abstract</td>
<td>iv</td>
</tr>
<tr>
<td>Table of Contents</td>
<td>vi</td>
</tr>
<tr>
<td>List of Tables</td>
<td>x</td>
</tr>
<tr>
<td>List of Figures</td>
<td>xi</td>
</tr>
</tbody>
</table>

## CHAPTER 1: INTRODUCTION

1.0 Chapter Overview 1
1.1 Introduction / Background of the Study 1
1.2 Problem Statement 4
1.3 Objectives of the Study 5
1.4 Research Questions 6
1.5 Significance of the Study 7
1.6 Purpose of the Study 7
1.7 Scope of the Study 8
1.8 Organization of the study 8
CHAPTER 2: LITERATURE REVIEW

2.0 Chapter Overview 11
2.1 Definition and Concepts 11
  2.1.1 Knowledge Workers 11
  2.1.2 Organizational Commitment 17
2.2 The Important of Affective Organizational Commitment 20
2.3 Factors Influencing Affective Organizational Commitment 21
  2.3.1 Leadership 23
  2.3.2 Task Orientation 24
  2.3.3 Compensation and Incentives 25
  2.3.4 Training and Development 26
  2.3.5 Knowledge Sharing 27
  2.3.6 Employee Relation 29
2.4 Theoretical Framework / Research Model 30
2.5 Hypothesis Development Was Based On The Literature Review 31

CHAPTER 3: RESEARCH METHODOLOGY

3.0 Chapter Overview 34
3.1 Research Instrument 34
3.2 Selection of Measures 35
3.3 Sampling Design 36
<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.4</td>
<td>Data Analysis Techniques</td>
<td>38</td>
</tr>
<tr>
<td>3.4.1</td>
<td>Validity and reliability</td>
<td>38</td>
</tr>
<tr>
<td>3.4.2</td>
<td>Factor Analysis</td>
<td>39</td>
</tr>
<tr>
<td>3.4.3</td>
<td>Cronbach's Alpha</td>
<td>40</td>
</tr>
<tr>
<td>3.4.4</td>
<td>Descriptive Statistical Analysis</td>
<td>40</td>
</tr>
<tr>
<td>3.4.5</td>
<td>Pearson's Correlation Test</td>
<td>41</td>
</tr>
<tr>
<td>3.4.7</td>
<td>Multiple Regression</td>
<td>42</td>
</tr>
<tr>
<td>3.5</td>
<td>Pilot Test</td>
<td>43</td>
</tr>
<tr>
<td>3.6</td>
<td>Conclusion</td>
<td>44</td>
</tr>
</tbody>
</table>

**CHAPTER 4: RESEARCH RESULTS**

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.0</td>
<td>Chapter Overview</td>
<td>45</td>
</tr>
<tr>
<td>4.1</td>
<td>Demographic Characteristic of Respondents</td>
<td>46</td>
</tr>
<tr>
<td>4.2</td>
<td>Goodness of Measures</td>
<td>49</td>
</tr>
<tr>
<td>4.2.1</td>
<td>Independent Variables</td>
<td>49</td>
</tr>
<tr>
<td>4.2.2</td>
<td>Dependent Variables</td>
<td>51</td>
</tr>
<tr>
<td>4.3</td>
<td>Multiple Regression</td>
<td>52</td>
</tr>
</tbody>
</table>

**CHAPTER 5: CONCLUSIONS AND RECOMMENDATIONS**

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0</td>
<td>Chapter Overview</td>
<td>57</td>
</tr>
<tr>
<td>5.1</td>
<td>Discussion</td>
<td>57</td>
</tr>
<tr>
<td>5.2</td>
<td>Summary and conclusion</td>
<td>60</td>
</tr>
</tbody>
</table>
5.3 Limitation of the Study 61
5.4 Recommendation for Future Research 62
5.5 Implications of the Study 63
5.6 Conclusion 66

REFERENCES 68

APPENDIXS 73

Appendix A
Appendix 1 The survey questionnaire
Appendix 2 Letter

Appendix B
Appendix 3 Key Steps in Data Analysis
Appendix 4 Table 4.1: Demographic Characteristics of Respondents
Appendix 5 Table 4.2 Factor Loadings on IV
Appendix 6 Table 4.4: Factor Loadings on DV
Appendix 7 SPSS Results from Multiple Regression Analysis
## LIST OF TABLES

<table>
<thead>
<tr>
<th>List of Tables</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Selection of Measures</td>
<td>36</td>
</tr>
<tr>
<td>4.3 Correlation Coefficients and Descriptive Statistics (sample Size= 150)</td>
<td>51</td>
</tr>
<tr>
<td>4.5 Hierarchical Regression Results in the Relationship between the Independent Variables and Affective Organizational Commitment</td>
<td>54</td>
</tr>
<tr>
<td>4.6 Result of the Hypothesis testing</td>
<td>55</td>
</tr>
<tr>
<td>Figure 2.1:</td>
<td>Theoretical Framework for Affective Organizational Commitment of Knowledge Workers</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CHAPTER 1
INTRODUCTION

1.0 Chapter Overview

This initial chapter focuses on the introduction and background of affective organizational commitment in a general sense. Subsequently, it discusses the purpose of the study, the objectives, its scope, and its limitations before concluding with the organization of the study.

1.1 Introduction / Background Of The Study

Organizational commitment is an important area of study to many researchers and organizations because the outcomes of this behavior or value may help to determine many work related interactions of the employees. It is mainly related to the employee's desire to continue working with the particular organization. As such, researchers and practitioners are ever so keen and interested to understand the factors that may influence an individual's decision to stay or leave the organization. Affective organizational commitment is one of the most prominent work attitudes examined in the work and organizational literature. The study of organizational commitment is an important and integral part of the literature on management and organizational
The contents of the thesis is for internal user only
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