

**HUMAN RESOURCE MANAGEMENT PRACTICES AND ORGANIZATIONAL
COMMITMENT**

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DEDICATION

This dissertation is expressly dedicated to the memory of my father, Hussein Osman who left us with the most precious asset in life, knowledge. I know that he would be the happiest father in the world to know that his son has successfully completed his master thesis. May Allah place his soul among the righteous; and to my mother, Amina Hagi Iman, for her continuous blessings and prayers and whose love and guidance throughout my life can never be repaid.

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TABLE OF CONTENTS

	PAGE
Dedication	I
Permission to use	II
Disclaimer	III
Acknowledgements	IV
Table of content	VI
List of Appendix	VIII
List of tables	IX
List of figures	IX

CHAPTER 1

INTRODUCTION

1.0 Introduction to the study	1
1.1 Background and Problem Statement	2
1.3 Research Objectives	5
1.4 Research Questions	5
1.5 Significance of the Study	6
1.6 Definition of Key Terms	7
1.6.1 Human Resource Management Practices	7
1.6.2 Organizational commitment	9
1.7 Organizing of the Remaining Chapters	9

	Page
CHAPTER TWO	
LETERATURE REVIEW	
2.0 Introduction	11
2.1 The Concept of Human Resource Management Practices HRMP	11
2.2 Organizational Commitment	14
2.3 HRM Practices and Organizational commitment	18
2.3.1 Selection and Organizational Commitment	20
2.3.2 Training and Organizational Commitment	22
2.3.3 Performance Appraisal and Organizational Commitment	24
2.3.4 Rewards and Organizational Commitment	27
2.3.5 Information Sharing and Organizational Commitment	29
2.4 Hypothesis	31
2.5 Summary	32
CHAPTER THREE	
METHODOLOGY	
3.0 Introduction	33
3.1 Sampling research design	33
3.1.1 Type of Study	34
3.1.2 Research Interference	34
3.1.3 Unit of Analysis	34
3.1.4 Time Horizon	35
3.2 Questionnaire Design	35
3.3 Measurement	36
3.4 Data Analysis	38
3.4.1 Descriptive Analysis	38
3.4.2 Validity procedures	39
3.5 Conclusion	40

	Page
CHAPTER FOUR	
RESEARCH FINDINGS	
4.0 Introduction	41
4.1 Overview of Data Collected	42
4.2 Respondents Profile	43
4.3 Goodness of Measure	44
4.3.1 Reliability Test	44
4.4 Descriptive analysis	45
4.5 Major Findings	46
4.5.1 Pearson Correlation Coefficient	46
4.6 Hypotheses testing	47
4.7 Finding Summary	48
4.8 Conclusion	49
CHAPTER FIVE	
DISCUSSION, RECOMMENDATION, AND CONCLUSION	
5.0 Introduction	50
5.1 Discussion of the findings	50
5.2 Limitations of the study	53
5.2.1 Financial Constraints	53
5.3 Recommendation for Future Research	53
5.5 Conclusions	54
Reference	55
LIST OF APPENDIX'S	
APPENDIX II Questionnaire Samples	60
APPENDIX II SPSS Output	67

	Page
LIST OF TABLES	
Table 4.1 Survey Responses	42
Table 4.2 Respondent's profile	43
Table 4.3 Reliability Test	44
Table 4.4 Descriptive Analysis for Major Variables	45
Table 4.5 Correlation Matrix	46
Table 4.6 Summary of Findings	48

LIST OF FIGURES

Figure 2.1 Research Framework	30
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CHAPTER 1

INTRODUCTION

1.0 Introduction to the study

Organizational commitment has an important place in the study of organizational behavior. This is in part due to the vast number of works that have found relationships between organizational commitment and attitudes and behaviors in the workplace (Porter et al., 1974, 1976; Koch & Steers, 1978; Angle & Perry, 1981).

Organizational commitment has been studied in the public, private, and non-profit sector, and more recently internationally. Early research focused on defining the concept and current research continues to examine organizational commitment through two popular approaches, commitment related attitudes and commitment-related behaviors. The research develops the relationship between human resource management practices and organizational commitment.

Many researchers point out that human resource management practices on organizational commitment have remained a topic of interest ever since it was introduced in the early 1960s to the field of human resource management (Eisenberger et al. 1990; Samad, 2006; Wayne et al., 1997).

There are many scholars indicate that the interest is a result of the belief that if properly managed, organizational commitment can lead to beneficial consequences such as improve performance, reduces turnover, organizational effectiveness and reduced absenteeism (Cohen, 2001). This result has potential organizational benefits in the large numbers of studies that focus on the nature of organizational commitment.

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