FACTORS INFLUENCING
ORGANIZATIONAL COMMITMENT IN
TECHNICAL-BASED PUBLIC LEARNING INSTITUTIONS

CHE NORAZIZI BINTI CHE MASTAR

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By
CHE NORAzizi BINTI CHE MASTAR

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Assistant Vice Chancellor
College of Business
Universiti Utara Malaysia
06010 UUM Sintok
Kedah Darul Aman
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Abstract

The objective of this study is to investigate the relationship between Affective Commitment, Normative Commitment, Perceived Fairness, Training and Job Characteristics with Organizational Commitment. A total 125 respondents participated in this study. All five factors were found to have a positive relationship with Organizational Commitment. The Pearson correlation analysis conducted showed that Perceived Fairness is the strongest factor influencing Organizational Commitment. The other four factors showed a weak relationship with Organizational Commitment. The labeling of an organization as “fair” can be made off the basis of perception and reality. Fairness is ideally seen and felt throughout all levels of the organization (here by confirming it is real rather than just perceived) and can take many forms in the workplace; application of policies, procedures and the presence of unions also help in the organization activities. Equity, and in essence-fairness, is a key driver of employee engagement.
Abstrak

Acknowledgement

Alhamdulillah. Thanks to Allah SWT, who with His willing gave me the strength and blessing in completing this study. I am truly grateful to Him for the inspirations and spirit.

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BACKGROUND AND AIMS

1.0 CHAPTER INTRODUCTION

This study investigates the influence of organizational commitment factors among staffs in technical-based public learning institutions. Specifically, it will discuss the importance of the employee’s commitment variables such as Affective Commitment, Normative Commitment, Perceived Fairness, Training and Job Characteristics on Organizational Commitment. This chapter contains (1) Background of the Study, (2) Problem Statement, (3) Objectives of the Study, (4) Research Questions, (5) Theoretical Framework, (6) Hypotheses and (7) Significance of the Study.

Part One Background of the Study explains the general description of Organizational Commitment. Part Two Problem Statement will describe the issue of this study. Part Three, Objectives of the Study, provides the detailed overview on how to achieve the objectives of this study. Part Four, Research Questions, provides the questions to be addressed in this study. Part Five, Theoretical Framework, explains the theoretical framework for this study. Part Six outlines the hypotheses of the study while Part Seven discusses the importance and purpose of this study.
The contents of the thesis is for internal user only
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