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**THE RELATIONSHIP BETWEEN SELF-EFFICACY, CAREER
SATISFACTION, ORGANIZATIONAL COMMITMENT AND
CAREER COMMITMENT**



**MASTER OF HUMAN RESOURCE MANAGEMENT
UNIVERSITI UTARA MALAYSIA**

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**THE RELATIONSHIP BETWEEN SELF-EFFICACY, CAREER SATISFACTION,
ORGANIZATIONAL COMMITMENT AND CAREER COMMITMENT**



**Thesis Submitted To
School of Business Management, Colleague of Business
Universiti Utara Malaysia
In Partial Fulfillment of the Requirement for the Master of Human Resource Management**

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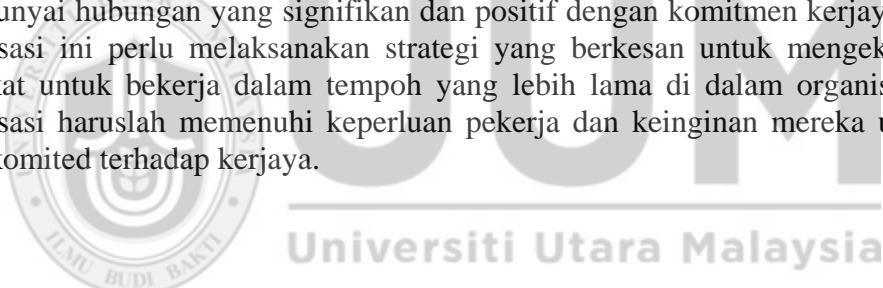
ABSTRACT

The employees' career commitment is important for the organization to accomplish their vision and mission. The committed employee will lead the organization to become productive, efficient, high performance and can reduce all the cost incurs in the organization. The purpose of this study is to determine the relationship between self-efficacy, career satisfaction, and organizational commitment with career commitment. This study examines if self-efficacy, career satisfaction, organizational commitment are influencing career commitment among engineer in a manufacturing company which located in Johor Bahru, Malaysia. In this study, 200 questionnaires were distributed to the Engineering Department in a manufacturing company, but only 133 questionnaires were used for further study. The database used to analyze the data is "Statistical Package for Social Sciences" (SPSS) version 22. The study utilized the reliability analysis, factor analysis, descriptive statistics, Pearson correlation and regression analysis. Results of regression analysis showed that 36.4 % of the factors in this study contributed to the career commitment. The result indicated that self-efficacy and organizational commitment have significant and positive relationship with career commitment. Thus, the organization should implement effective strategy to sustain their talented employees in the organization. Therefore, the organization should fulfill their employees' needs and desires in order for them to be more committed with their career within the organization.

Keywords: *Career Commitment, Self-efficacy, Career Satisfaction, Organizational Commitment*

ABSTRAK

Komitmen kerjaya di kalangan pekerja penting untuk mencapai visi dan misi organisasi. Pekerja yang komited akan membawa organisasi menjadi produktif, cekap, berprestasi tinggi dan mengurangkan kos dalam organisasi. Tujuan kajian ini adalah untuk menentukan hubungan antara efikasi kendiri, kepuasan kerjaya, komitmen organisasi dengan komitmen kerjaya. Kajian ini melihat sama ada efikasi kendiri, kepuasan kerjaya, komitmen organisasi boleh memberi kesan ke atas komitmen kerjaya di kalangan jurutera di sebuah syarikat pembuatan yang terletak di Johor Bahru, Malaysia. Dalam kajian ini, sebanyak 200 borang soal selidik telah diedarkan kepada Jabatan Kejuruteraan di sebuah syarikat pembuatan. Daripada 200 borang soal selidik yang telah diedarkan, hanya 133 borang soal selidik sahaja yang diterima dan digunakan untuk meneruskan kajian. *Statistical Package for Social Science" (SPSS)* versi 22 digunakan untuk menganalisis data iaitu menganalisis kebolehpercayaan, analisis faktor, statistik deskriptif, korelasi pearson dan analisis regresi. Keputusan analisis regresi menunjukkan bahawa 36.4% daripada varian dalam kajian ini telah mempengaruhi komitmen kerjaya. Keputusan analisis regresi telah menunjukkan bahawa efikasi kendiri dan komitmen organisasi mempunyai hubungan yang signifikan dan positif dengan komitmen kerjaya. Seterusnya, organisasi ini perlu melaksanakan strategi yang berkesan untuk mengekalkan pekerja berbakat untuk bekerja dalam tempoh yang lebih lama di dalam organisasi. Oleh itu, organisasi haruslah memenuhi keperluan pekerja dan keinginan mereka untuk menjadi lebih komited terhadap kerjaya.



Kata kunci: *Komitmen Kerjaya, Efikasi Kendiri, Kepuasan Kerjaya, Komitmen Organisasi*

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LIST OF ABBREVIATIONS

| | |
|------|--|
| KMO | Keiser-Meyers-Oklin |
| SPSS | Statistical Package for Social Science |
| CC | Career commitment |
| SE | Self-efficacy |
| OC | Organizational commitment |

CHAPTER 1

INTRODUCTION

1.1 Background of study

In the trend of globalization and technological advances, many organizations face the pressure to attract and select multitasking employees to be retained in the organization due to high competitiveness in the business environment. Recently, economic instability leads to the implication that the organization needs to downsize and lay off employees, and restructure their policies in order to maintain and enhance the quality and performance of the organization. Fu and Chen (2015) stated that most of the employees choose to be committed to their career rather than to be committed to the organization.

The employees perceived that the company probably outsource or downsize due to several factors including, company losses due to the poor management, and economic instability. Hence, rather than staying within the same organization, they tend to look for another organization that can provide better job security, satisfaction and meets their career needs. Therefore, in order to implement career commitments, organizations need to identify which effective strategy could be implemented to retain the talented and competent employee in the organization.

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