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

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

By
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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


Kata kunci: Komitmen Kerjaya, Efikasi Kendiri, Kepuasan Kerjaya, Komitmen Organisasi
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<td>KMO</td>
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<td>SPSS</td>
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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.
The contents of the thesis is for internal user only
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