



**THE RELATIONSHIP BETWEEN PATERNALISTIC LEADERSHIP
AND ORGANIZATION COMMITMENT AT
JABATAN KERJA RAYA MELAKA**

AMIRUL HAZIM BIN AMIR

2015134501

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
HUMAN RESOURCES MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA,
MELAKA KAMPUS BANDARAYA**

JULY 2018

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AND ORGANIZATION COMMITMENT AT
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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
CAWANGAN MELAKA
KAMPUS BANDARAYA MELAKA**

JULY 2018

DECLARATION OF ORIGINAL WORK



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UNIVERSITI TEKNOLOGI MARA,
MELAKA KAMPUS BANDARAYA
“DECLARATION OF ORIGINAL WORK”

I, AMIRUL HAZIM BIN AMIR I/C Number : 951229-04-5391

Hereby declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degree
- This project paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim extract have been distinguished by quotation marks and sources of my information have been specifically acknowledged

Signature: _____ Date: _____

LETTER OF SUBMISSION

JULY 2018

Head of program

Bachelor of Business Administration with Honours

(Human Resources Management)

Faculty of Business Management

Universiti Teknologi MARA

Kampus Bandaraya Melaka

110 Off Jalan Hang Tuah

75300 Melaka

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “THE RELATIONSHIP BETWEEN PATERNALISTIC LEADERSHIP AND ORGANIZATION COMMITMENT AT JKR MELAKA” to fulfilled the requirement as needed by the faculty of Business Management, Universiti Teknologi Mara.

Thank You

Your sincerely

AMIRUL HAZIM BIN AMIR

Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

The relationship between paternalistic leadership and organization commitment. The purposes of conducted study at Jabatan Kerja Raya to minimize the problem of transfer in that company. The transfer intention one of the popular problem happened in that company due to the treatment by their employers. The study is to determine which leadership lead to the organization commitment. The study used questionnaire to collected the data from respondent that consist 120 employees of Kumpulan Pelaksana 2 that interact directly with the employer. The finding in this research shows the Benevolence dimension have strong relationship with organization commitment. This kind of leadership more to treat employees as part of family and suitable to used in that company compared to others dimension. Since the respondent between age 30-39 years old, pay high attention and have greater responsibility towards their family. The employees required employer that understand their situation and lenient.