

**CAREER COMMITMENT: A STUDY ON FACTORS
THAT INFLUENCE EMPLOYEE'S COMMITMENT
AT PRINSIPTEK (M) SDN BHD**

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**Submitted in Partial Fulfillment
of the Requirement for the
Bachelor of Business Administration
(Hons) Marketing**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA**

2007

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) MARKETING
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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“DECLARATION OF ORIGINAL WORK”

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- This work has not previously been accepted in substance for any degree, locally or overseas and it not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
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ABSTRACT

This paper focuses on the independence of career commitment and the impact on outcome measures in four areas: job satisfaction, job security, job performance and opportunity for career growth. Career Commitment refers to identification with and involvement in one's occupation and is characterized by the development of and commitment to career goals. The research objectives are to identify the level of career commitment among staff, to investigate the relationships between job satisfaction and career commitment, to investigate the relationships between job security and career commitment, to investigate the relationships between job performance and career commitment and to investigate the relationships between opportunity for career growth and career commitment. . Beside that, researcher wants to make some recommendation in order to improve the commitment among staff at the company.

For the purpose of the study, the exploratory research and descriptive research was deployed in order to obtain the objectives. Sampling random sampling has been utilized with 63 respondents or the sample size. Self-administered questionnaire was used as the survey instrument beside interviews as the source of primary data. By using the analysis generated by SPSS (Statistical Package for the Social Science), results are analyzed and deduction being drawn. Looking at the result in data analysis and correlations did hypothesis testing. Finally, the findings from this study conclude that most of factors were influence employee's commitment at Prinsiptek (M) Sdn. Bhd.

CHAPTER 1

INTRODUCTION

1.1 Background of Study

Career commitment may be defined as “one's attitude towards one's profession or vocation” Blau, (1985, p. 278). In essence, career commitment involves the development of personal career goals and an identification with and involvement with those goals Collarelli and Bishop, (1990). Employees who are willing to exert energy and be determined in pursuing personal career goals may be considered to have high levels of career commitment.

The link between the pursuit of quality and the need for employee commitment has been recognized in literature relating to the management of excellence (Peters and Waterman, 1982), strategic management (Armstrong and Long, 1994; Porter, 1985), and human resource management (HRM). This literature recognizes the link between quality and commitment and the competitive advantage to be realized from high employee commitment. Guest (1987, 1989a, 1989b), for example, has developed a model of HRM which illustrates the relationship between HRM policies, HRM goals and organizational outcomes: “What is proposed is that there is an organizational payoff in a combination of HRM policies designed to produce strategic integration, high commitment, high quality and flexibility among employees” (Guest, 1989b, p. 42). Without commitment from employees the pursuit of quality will be impaired. However, as Farnham and Pimlott (1990, p. 85) recognize, “employee commitment is always voluntary and personal, it