

**A STUDY ON RELATIONSHIP BETWEEN
ORGANIZATIONAL COMMITMENT AND JOB BURNOUT
AMONG EMPLOYEES AT NORTHPORT (MALAYSIA)**

BHD.

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

**FACULTY OF BUSINESS MANAGEMENT
UITM, MELAKA**

APRIL 2009

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HUMAN RESOURCE)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TEKNOLOGI MARA

“DECLARATION OF ORIGINAL WORK”

I, NOOR SYAHMINA BINTI ZAWAWI, (I/C NUMBER: 840507-10-5322)

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 degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

6 APRIL 2009

**The Head of Program
Bachelor of Business Administration (Human Resource)
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Kampus Bandaraya Melaka
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Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project paper titled '**A STUDY ON RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND JOB BURNOUT AMONG EMPLOYEES AT NORTHPORT (MALAYSIA) BHD**' to fulfill the requirement as needed by the Faculty of Business Management, University of Technology MARA.

Thank you,

Yours sincerely,

NOOR SYAHMINA BINTI ZAWAWI

2006142961

Bachelor of Business Administration (Human Resource)

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ABSTRACT

This research is conducted to study the Organizational Commitment and Job Burnout among employees at Northport (M) Bhd. While much research has been conducted on these two variables separately, very little has been done in terms of understanding the relationship between them. This research aims to examine the impact of job stress or known as job burnout on the organizational commitment of a representative of NMB employee. Organizational commitment, including affective commitment, continuous commitment, and normative commitment, refers to work relations in the organizations, and how these relations influence the employees well being, behaviour, and contribution to the organization. In obtaining employees opinion towards this issue, researcher has distributed 60 questionnaires to the respondents and only 50 usable questionnaires were returned. Researcher used the Statistical Packages for Social Sciences (SPSS) version 16.0 to analyze all data. The data was analyzed using Reliability Test, Descriptive Analysis, and Pearson's Correlation Analysis. The result shows that most of the respondents agreed that continuous commitment influences job burnout. All of this is based on the findings through the questionnaire been distributed for this study.