



UNIVERSITI
TEKNOLOGI
MARA

INDUSTRIAL TRAINING REPORT

AT

MERCEDES-BENZ MALAYSIA PEKAN PLANT (HICOM)

TITLE OF PROJECT:

A STUDY OF ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION

AMONG EMPLOYEES: CASE STUDY MERCEDES-BENZ MALAYSIA

HICOM PEKAN

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ABSTRACT

The purpose of this study is to examine the relationship between components of organizational commitment and job satisfaction among employee at Mercedes-Benz Malaysia HICOM Pekan. Therefore this study could make important contribution to extant research in management and organizational behavior. In the beginning of this study, the purpose, research question, and the need for the study is given. Then, literature is discussed about organizational commitment and job satisfaction that focusing on the relationship between them. The study generated a 66.5 percent response rate from 200 respondents. The result showed that affective, continuance and normative commitment that was found to have significant positive relationship with job satisfaction.

Key words: *Affective commitment, continuance commitment, normative commitment, job satisfaction.*

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