



**HUMAN RESOURCE MANAGEMENT  
PRACTICES ON ORGANIZATIONAL COMMITMENT  
THE ISLAMIC PERSPECTIVE**

**SITI ROKIAH BINTI SALLEH**

**2014605264**

**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONORS  
(HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
PERLIS**

**JUNE 2016**

**DECLARATION OF ORIGINAL WORK**



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

I, SITI ROKIAH BINTI SALLEH

Hereby, declare that;

- ✓ This work has not previously been accepted in substance for any degree and is not been concurrently submitted for this degree or any other degrees.
- ✓ Thus 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: 25/06/2016

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## **Abstract**

This study was conducted to observe the management of human resources from the Islamic perspective and its effects on organizational commitment among selected employees in Majlis Perbandaran Kota Bharu Bandar Raya Islam (MPKB-BRI). By investigating management of human resources, the researcher will be able to know its effects on organizational commitment. This research focuses on five independent variables which were recruitment, selection, performance appraisal, training and development, and compensation while dependent variable was organizational commitment. This study was conducted using primary data as sources. The respondents were employees in MPKB-BRI with the total of 169 respondents. The technique used was convenience sampling. In order to gather the necessary data, the researcher used questionnaires that have been distributed to the respondents. The data will be analyzed using SPSS Statistics Data Editor and this study focused on frequency analysis, descriptive analysis, reliability analysis, Pearson correlation analysis, multiple regression analysis of data and hypotheses testing. The result shows recruitment and performance appraisal have positive relationship with organizational commitment. Furthermore, selection, training and development, and compensation have negative relationship with organizational commitment. In conclusion, recruitment and performance appraisal were supported by employees in MPKB-BRI.