



**THE APPLICATION OF FLEXIBLE WORKING
ARRANGEMENT AND THE IMPLICATION
TOWARDS ORGANIZATIONAL COMMITMENT
AT PRINCIPAL ASSET MANAGEMENT
PENANG BRANCH**

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DECLARATION OF ORIGINAL WORK

**I, (NOOR ZARIFAH IZZATI BINTI MUSTAFA KAMAL), I/C NUMBER:
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Hereby declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for these degrees or any other degrees.
- 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 my information have been specifically acknowledged.

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ABSTRACT

Today, consultants of Principal Asset Management Penang Branch are facing low rate of organizational commitment even flexible working arrangement has been applied to their working culture. Hence, the objectives are to identify the effect of flexitime, teleworking and job sharing as well as gender differences towards organizational commitment. The research methodology for this study is using random sampling technique. Data obtained from 119 respondents from Principal Asset Management Penang Branch. Result shows that job sharing was significantly explained by the organizational commitment and another two variables which are flexitime, teleworking and gender differences were not significantly explained by organizational commitment. Therefore, this study has a few recommendation for organization and future researcher. The organization need to increase awareness regarding the application of flexible working arrangement in performing job among consultants. Meanwhile, the future researcher is needed for continues studies in other geographical location due to very small population. In addition, other variables that enable to improve organizational commitment also needed for future research.

Keyword: flexible working arrangement, organizational commitment, financial industry.

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