



**STUDY THE RELATIONSHIP BETWEEN ORGANIZATIONAL  
COMMITMENT, PERCEIVED ORGANIZATIONAL SUPPORT  
AND TURNOVER INTENTION IN CELESTICA JOHOR,  
MALAYSIA.**

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**APRIL 2011**

## **DECLARATION OF ORIGINAL WORK**



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#### **“DECLARATION OF ORIGINAL WORK”**

**I, SITI AMRAH BINTI HASAN,**

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:

## ACKNOWLEDGEMENT

All praises to almighty ALLAH, the most merciful and the most benevolent for giving me the opportunities in completing this research paper. It would be impossible for me to spent time to complete this study without the grace and help of ALLAH S.W.T.

I am greatly indebted to Madam Najihah Hanisah binti Marmaya whose excellence in supervision and plays a big role in inspired my work. Without her untiring encouragement, suggestions, ideas and comments throughout this study, this research could not be completed.

I dedicate this research to my beloved parents and for their endless support and understanding and also to the rest of my families for their help and encouragement. Beyond a simple thank you, I want them to know that I really appreciate what they had done to me.

I wish to express my deepest gratitude to all my friends, who shared their valuable experience, knowledge, time and commitment. Without their patience, this study cannot be complete. Last but not least, I would like to thank to everyone that involved directly or indirectly for their contribution, invaluable support and encouragement they have place on me. Without everyone continued support, this study would not been the same as presented here.

Thank you.

## **ABSTRACT**

Examining the associations between organizational commitment, Perceived Organizational Support and turnover intention among employees in Celestica, Johor was the purpose of this study. Since there is so many employees in Celestica tend to leave the organization, so this study will evaluate and find why is this happened and why some of them tend to stay with Celestica. Based on the extant literature on Organizational Commitment, Perceived Organizational Support and turnover intention, this study proposed hypothesized associations between organizational commitment, perceived organizational support and turnover intention in Celestica, Johor. Organizational commitment consists of three which is affective commitment (AC), continuance commitment (CC) and normative commitment (NC). But, only affective commitment (AC) and continuance commitment (CC) will be as independent variable in this study. Normative commitment (NC) will not be include in this study because according to (Perryer et al., 2010) there already been done extensively by the aforementioned authors and many others. Data was collected from selected employees who work in Celestica Johor at Jalan Bayu (B1), Jalan Hasil (B2) and Jalan Tara (B3).

## **TABLE OF CONTENTS**

	<b>PAGE</b>
ACKNOWLEDGEMENT .....	IV
TABLE OF CONTENTS	
LIST OF FIGURES .....	V
LIST OF TABLES .....	V
ABSTRACT .....	VI

### **CHAPTERS:**

#### **1. INTRODUCTION**

1.1 Background of the Study .....	1
1.2 Problem Statement .....	2
1.3 Research Questions .....	3
1.4 Objectives of the Study .....	4
1.5 Significant of Study .....	5
1.6 Scope of Study .....	6
1.7 Limitation of the Study .....	6
1.8 Term and Definition .....	7
1.9 Summary .....	9