

UNIVERSITI TEKNOLOGI MARA

**THE IMPACT OF
ENTREPRENEURIAL PASSIONS ON
ORGANIZATIONAL COMMITMENT
IN SMEs: THE MEDIATING ROLE OF
PERCEIVED ORGANIZATIONAL
SUPPORT**

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AUTHOR'S DECLARATION

I declare that the work of this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA . It is original and is the result of my own work, unless otherwise indicated or acknowledged as referenced work. This dissertation has not been submitted to any other academic institution or non-academic institution for any other degree qualification.

I hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate , Universiti Teknologi MARA, regulating the conduct of my study and research.

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ABSTRACT

This study examines a model involving Entrepreneurial Passion (EP), Perceived Organizational Support (POS), and Organizational Commitment (OC). It was hypothesized that employees' EP will be positively related to their organizational commitment, and that perceived organizational support would serve as a mediator in the relationship between employees' perceived EP and employees' OC. Data were gathered using cluster sampling method from a sampling frame of 231 Malaysian Manufacturing Related Small and Medium Enterprises (SMEs) located within the Klang Valley comprising the States of Selangor and Federal Territory of Kuala Lumpur. Confirmatory Factor Analysis (CFA) was performed on the 258 samples using structural equation modeling. The CFA revealed that there is a positive and direct relationship between EP and OC as propounded by earlier authors. The CFA also demonstrated that POS has a direct, positive and significant relationship with OC as has been established by earlier researches. Upon introducing Perceived Organizational Support as a mediating variable it was found that POS completely mediates the relationship between EP and OC. EP was also found to be directly, positively and significantly related to POS. With these findings the theoretical and managerial implications of this study are suggested. Earlier studies on EP and the impact on OC were conducted in the Western setting in particular the United States but this study is conducted in "eastern" environment specifically in Malaysia.

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TABLE OF CONTENTS

	Page
CONFIRMATION BY PANEL OF EXAMINERS	ii
AUTHOR'S DECLARATION	iii
ABSTRACT	iv
ACKNOWLEDGEMENTS	v
TABLE OF CONTENTS	vi
LIST OF TABLES	x
LIST OF FIGURES	xii
CHAPTER ONE : INTRODUCTION	
1.1 Background of study	1
1.2 Problem statement	6
1.3 Gap of study	9
1.4 Research objectives	10
1.5 Research questions	11
1.6 Significance of study	11
1.7 Scope and limitations of study	13
1.8 Definition of terms	13
1.8.1 Organizational commitment (OC)	14
1.8.2 Entrepreneurial passion (EP)	14
1.8.3 Perceived organizational support (POS)	14
1.8.4 Small and medium enterprises (SMEs)	15
1.9 Organization of dissertation	16
1.10 Chapter summary	21
CHAPTER TWO :LITERATURE REVIEW AND RESEARCH DESIGN	
2.1 SMEs in general	23
2.2 The SMEs in Malaysia	26