



**BBA.(HONS) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS ADMINISTRATION
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDAR MELAKA**

**“A STUDY ON THE FACTORS OF ORGANIZATIONAL
COMMITMENT THAT INFLUENCE EMPLOYEE’S JOB STRESS”**

**SOFIAH SOLEHAH BINTI ISMAIL
2008280218**

MAY 2010



BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT

I, SOFIAH SOLEHAH BINTI ISMAIL (I/C NO: 870510-05-5378)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently 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 has been distinguished by quotation sources of my information have been specifically acknowledge.

Signature: _____

_____ Date:

LETTER OF SUBMISSION

Date: May 7, 2010

En. Rosmi Yuhasni Mohamed Yusuf
Head of Program
Bachelor of Business Administration (Hons.) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka
110, OFF Jalan Hang Tuah
75300 Malacca

Dear Sir,

SUBMISSION OF PROJECT PAPER (HRM 660)

Enclosed herewith is the research report titled "A Study On The Factors Of Organizational Commitment That Influence Employee's Job Stress"

I hope this report will fulfill the requirement of BBA and also achieve the objective of this study.

Thank you.

Yours faithfully,

.....

(SOFIAH SOLEHAH BINTI ISMAIL)

2008280218

BBA (Hons) HUMAN RESOURCE MANAGEMENT

(MODE B)

TABLE OF CONTENTS	PAGE
DECLARATION LETTER	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGEMENT	iii
TABLE OF CONTENTS	iv
ABSTRACT	vi

CHAPTER 1 : INTRODUCTION

1.1. Background of Study	1
1.2. Problem Statement	2
1.3. Research Questions	4
1.4. Research Objectives	4
1.5. Theoretical Framework	5
1.6. Hypothesis	6
1.7. Significance of Study	7
1.8. Scope of Study	7
1.9. Limitation of Study	8
1.10 Definition of Term	9

CHAPTER 2 : LITERATURE REVIEW

2.1. Introduction	10
2.2. Area one (Dependent Variable)	11
2.3. Area 1 (Independent Variable 1)	16
2.4. Area 2 (Independent Variable 2)	21
2.5. Area 3 (Independent Variable 3)	23

CHAPTER 3 : RESEARCH METHODOLOGY

3.1. Introduction	26
3.2. Research Design	26
3.3. Population	27
3.4. Sampling Design	27
3.5. Data Collection Method	28

ABSTRACT

Nowadays, there are a more number of researches about factors of employee's job stress had been found. The purpose of this study is to identify significant between Organizational Commitment and employee's job stress among employees around Seremban area. It is hope that the result derived from this study would enable organization to determine factors that contribute to employee's job stress and to prevent the problem from being worse and can affect the productivity of the employee's itself.

The data was obtained by using two methods which are primary data and secondary data. For primary data, respondents were asked to answers 70 sets of questionnaires to determine the Level of Entrepreneurial Behavior. The Data then analyzed using Statistical Program for Social Science (SPSS) Program. The objective of this study is to determine the factors of the Organizational Commitment that influence Employee's Job Stress. The result fro this study shows that the Normative Commitment have negative relationship towards the Employee's Job stress, while the Affective Commitment and Continuance Commitment don't show any relationship towards it. Through this study, it shows that Normative Commitment most influence employee's job stress among workers in Seremban area.

Keywords: Organizational Commitment, Employee's Job Stress

Research Type: Research Paper