



**THE STUDY OF RELATIONSHIP OF JOB SATISFACTION,
ORGANIZATION COMMITMENT AND TURNOVER INTENTION
TOWARDS PERSON-ORGANIZATION FIT:
A CASE STUDY AT PERNEC CORPORATION BERHAD**

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**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA**

DECEMBER 2011

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**Submitted in Partial Fulfillment of the Requirement for the
Bachelor of Business Administration (Hons) Human Resource Management**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA**

DECEMBER 2011

DECLARATION OF ORIGINAL WORK



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

I, ZALIKHA BINTI ESA (I/C Number: 871220-43-5326)

Hereby, declare that;

- This work has not previously been accepted in substance for any degree, locally or overseas and 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: December 2011

LETTER OF SUBMISSION

Faculty of Business Management
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DECEMBER 2011

En. Helmy Fadlisham Bin Abu Hasan
The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
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75300 Melaka.

Dear Sir,

THE STUDY OF PERSON-ORGANIZATION FIT: A CASE STUDY AT PERNEC CORPORATION BERHAD

I'm required to do a project paper on the above topic. I hereby submitted this report and I really hope that this work will fulfill the requirement for the Bachelor of Business Administration (Hons) Finance.

Thank you.

Yours sincerely,

ZALIKHA BINTI ESA
2008337071
Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

The main purpose of this study is to explore the relationship of job satisfaction, organization commitment and turnover intention towards person-organization fit at Pernec Corporation Berhad. The methodology of this study is using one hundred respondents, which we can see how many respondents that give responds towards the questionnaire that will be distribute later. The data will be interpreted by using SPSS. This is demonstrated in the finding that those who do not fit their organization tend to look for work elsewhere. The researcher proposed a few recommendations to Pernec Corporation Berhad that should be considered for its future long-term planning. The statistic will be used is frequency analysis to determine level of person-organization fit. Pearson correlation analysis will be used to identify the relationship between dependant variable and independent variables. To determine which factor influence the most towards person-organization fit, multiple regression analysis will be used.