



**UNIVERSITI TEKNOLOGI MARA  
NEGERI SEMBILAN BRANCH**

**RELATIONSHIP BETWEEN ORGANIZATION'S  
CORPORATE SOCIAL RESPONSIBILITY (CSR)  
PROGRAMS AND EMPLOYEES'  
ORGANIZATIONAL COMMITMENT AND  
PSYCHOLOGICAL WELL-BEING**

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## AUTHOR'S DECLARATION

I declare that the work in this research project 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 acknowledge as referenced work. This research project has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

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

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## ABSTRACT

The aim of this study was to investigate the relationship between Organization's CSR Programs and Employees' Organizational Commitment and Psychological Well-Being. 246 employees Standard Chartered Headquarter in Kuala Lumpur whose age range from 23 to 50 years participated in this study. Self administrated questionnaire was used to collect the information on demographic, organization's CSR programs, employees' organizational commitment and psychological well-being. Both descriptive and inferential statistic were applied to analyze the data collected. Pearson correlation coefficient was used to examine the relationship between organization's CSR programs and employees' organizational commitment. Similar inferential statistic also was applied to seek the relationship between organization's CSR programs and psychological well-being. The results yielded that, relationship between organization's CSR programs and employees' organizational commitment showed a significant relationship with low weak correlation ( $r=0.169$ ,  $p=0.008$ ). Similarly with organization's CSR programs and psychological well-being, the correlation also showed a low weak correlation ( $r=0.235$ ,  $p=0.001$ ).

*Key words: Corporate Social Responsibility (CSR), Employees' Organizational Commitment, Psychological Well-Being*

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