



**THE EFFECT OF HUMAN RESOURCE MANAGEMENT (HRM)  
PRACTICES ON ORGANIZATIONAL COMMITMENT IN  
SOUTH STEEL STRUCTURE SDN. BHD.**

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## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION  
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### "DECLARATION OF ORIGINAL WORK"

I, Nur Hidayah Binti Mohd Kamal, (I/C Number: 960815-01-6918)

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: WZOH

Date: 27/6/2018

## LETTER OF TRANSMITTAL

28<sup>th</sup> June 2018

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Dear Madam,

### SUBMISSION OF PROJECT PAPER

Attached is the research report title "The Effect of Human Resource Management (HRM) Practices on Organizational Commitment in South Steel Structure Sdn. Bhd." to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely



(Nur Hidayah binti Mohd Kamal)

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## **ABSTRACT**

This study was carried out to find out the effect of HRM practices on organizational in South Steel Structure Sdn. Bhd. This study integrated between recruitment and selection and rewards and benefits with the organizational commitment. The scope of this study is limited in South Steel Structure Sdn. Bhd. The questionnaire was designed to acquire primary data from the respondent to know about the effect of HRM practices on organizational commitment in South Steel Structure Sdn. Bhd. Statistical analyses were based on data information gathered, through questionnaire survey from 50 respondents in South Steel Structure Sdn. Bhd. Correlation analysis was used to identify the most significant variable that can affect organizational commitment while coefficient analysis was used to test hypothesis. From the findings, it was found that recruitment and selection only positively significant to the organizational commitment. Rewards and benefits are negatively significant with the organization commitment.

**Keywords:** HRM Practices, Organizational Commitment