

THE RELATIONSHIP BETWEEN ORGANIZATIONAL
COMMITMENT TOWARDS JOB SATISFACTION AMONG
STAFF IN PEJABAT PENDIDIKAN DAERAH SAMARAHAN (PPD)

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ABSTRACT

The purpose of this correlational research was to study the relationship between organizational commitment and job satisfaction that been adopting from Meyer and Ellen (1996) and Armstrong (2006). According to Meyer and Ellen (1996), organizational commitment comprises of three dimensions: affective commitment, continuance commitment and normative commitment. According to Armstrong (2006), job satisfaction insinuates the perspective and opinion of individual have about their work. In common, the objective of this study is to determine the relationship between organizational commitment and job satisfaction among staff at Pejabat Pendidikan Daerah Samarahan. Hence, the descriptive and correlation analysis was conducted to test the reliability of the data. Krejcie and Morgan (1970) table was used to determine the suitable sample size. 83 respondents have participated in the study, by using all of the population of staff at PPD Samarahan. Data collecting was done using quantitative method specifically questionnaire instrument which then analysed using IBM Statistic Packages for Science Social (SPSS) version 22. To summarize this study, the findings indicate that the employees in PPD Samarahan are satisfied and happy to work with the organization. In PPD Samarahan, a positive relationship is existing between affective commitment and employee job satisfaction. The correlation is strong with the value of $r=.609^{**}$ $P<0.01$. Next is the relationship between continuance commitments and employee job satisfaction. According to the results, there is no correlation between continuance commitments and employee job satisfaction with the value $r=.146$. For the normative commitment and employee job satisfaction, it is correlate with the value $r=.527^{**}$. Lastly, researcher expected that these research findings will be useful and able to provide valuable information in the future.

CHAPTER 1

Introduction

This chapter describes the background of the study, statement of the problem, research objectives and research questions, significance of the study, limitation of the study and definition of terms.

Background of the Study

In the modern era, organizational commitment seems to be very important in the workplaces because it has a relation with organizational behaviour (Ogunleye, 2013) and organizational commitment, and job satisfaction of the employees are an important factor for the success of the organizations (Ebru, 2015). Studies have found that employees play the most essential role in regulating the achievement of the organizations (Norizan, 2012). Hence, by understanding the employees in their job and what inspires them could be a key in strengthening the commitment of employees and their job satisfaction in the organization.

In this era of globalization, job satisfaction is also important for one's success factor in an organization. Job satisfaction has become an important topic over the years and it is believed that if employees manage their work properly, this will result in the decrease