

**UNIVERSITI TEKNOLOGI MARA**

**HUMAN RESOURCE MANAGEMENT (HRM)  
PRACTICES AND ORGANIZATIONAL  
COMMITMENT AMONG UNIVERSITI  
TEKNOLOGI MARA SPORTS GRADUATES**

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Research project is submitted in fulfilment of the requirement for  
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## AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institutions or non-academic institution for any degree or qualification. hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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## ABSTRACT

Human resource management (HRM) practices are defined as the policies and practices required to perform the routines of human resources in an organization. Meanwhile, organizational commitment is the attitude or form of a person's behaviour towards the organization in the form of loyalty and achievement of the organisation's vision, mission, and goals. Nowadays, the issue of turnover was happening globally due to employees being unsatisfied with their organizational policies. The study's main objectives were to identify the level of HRM practices and organizational commitment among UiTM sports graduates. Besides that, this study also explored the differences in HRM practices and organizational commitment based on the graduate's gender and working sector from government and private sectors. This study was carried out on 370 sports graduates from UiTM Perlis, Sarawak, Pahang, Selangor and Negeri Sembilan. The data were obtained through a questionnaire containing 26 items which was administered to measure the domains of HRM practices which covered areas such as recruitment and selection, training and development, reward, performance appraisal, participation and communication. Meanwhile for organizational commitment, 22 items were used to explore affective commitment, continuance commitment and normative commitment. Data were analyzed using an independent sample t-test. There is significant differences of training and development, reward, participation and communication among gender. There is also significant differences of affective and normative commitment among gender. In addition, there are significant differences in reward, training and development based on the working sector. There is also significant differences in affective, continuance and normative commitment based on graduate's working sector. Future research should consider a bigger sample size involving sports graduates from other universities to get strong feedback regarding this area.

*Keywords: Human resource management practices, Organizational commitment, Sports graduates*

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