THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT TOWARDS JOB SATISFACTION AMONG STAFF AT INTERNATIONAL COLLEGE OF ADVANCED TECHNOLOGY SARAWAK (i-CATS) KUCHING.

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DECLARATION OF ORIGINAL WORK

I, Cedric Hans Anak William, with the identity card number 931127-13-5291,

Hereby, declare that:

i.   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

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ii.   This project-paper is the result of my independent work and investigation, except

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Date: 30 November 2018

ABSTRACT

The aim of this correlational research was to study the relationship between organizational commitment and job satisfaction by adopting Meyer and Ellen (1996) and Armstrong (2006). According to Meyer and Ellen (1996), organizational commitment comprise of three dimension: 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 International College of Advanced Technology Sarawak (i-CATS), Kuching. Hence, the descriptive and correlation analysis was conducted to test the reliability of the data. Census method were adopted in determining the sample size for this research which involve all 107 staff at i-CATS Kuching. Data collecting was done using quantitative method specifically questionnaire instrument which then analysed using IBM Statistic Packages for Science Social (SPSS) version 22. From the data analysed, there are a strong correlation between affective commitment and job satisfaction as well as normative commitment and job satisfaction. Furthermore, there is a moderate correlation between continuance commitment and job satisfaction. To conclude, the finding of these study is that the employees in i-CATS are satisfied and happy to work with the organization. Lastly, researcher expected that these research findings will be useful and able to provide valuable information in the future.

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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). 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 in turnover and absenteeism among employees (Akpofore, 2006). This statement clearly indicates the importance of job satisfaction in organizations.