

THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND JOB
PERFORMANCE AMONG EMPLOYEES AT INSTITUT PENDIDIKAN GURU
KAMPUS TUN ABDUL RAZAK, KOTA SAMARAHAN, KUCHING, SARAWAK

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“DECLARATION OF ORIGINAL WORK”

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- 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.
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ABSTRACT

The purpose of this paper is to examine the relationship between organizational commitment and job performance among public sector employee working in IPGKTAR, Kota Samarahan, Sarawak. The personal opinions of the employees were analysed through the distribution of 118 sets of questionnaire. The research design used for this study was correlational research design. As for sampling technique, non-probability sampling was used to identify the respondents. The respondents involved were supporting staff, secretaries, clerks, receptionist and academic staff that work in IPGKTAR, Kota Samarahan. It is hypothesized that organizational communication has positive influence on job performance. Affective commitment, continuance commitment and normative commitment plays a mediating role between organizational commitment and job performance. Results were analysed to be correlations, it was found that organizational commitment shows significant positive relation with job performance. Among the three independent variable in organizational commitment, the study found continuance commitment has moderate relationship with job performance compared to normative and affective commitment which both variable shows strong relationship with job performance. This paper also presents limitation and direction for future research.

TABLE OF CONTENTS

“DECLARATION OF ORIGINAL WORK”	ii
ABSTRACT.....	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS.....	v
LIST OF TABLES	viii
LIST OF FIGURE.....	ix
LIST OF APPENDICES.....	x
CHAPTER 1	1
INTRODUCTION.....	1
Background of Study.....	1
Statement of the Problem	3
Research Objective	4
Research Question	4
Significance of the Study.....	5
Limitation of the Study.....	6
Definition of Terms	6
CHAPTER 2	8

CHAPTER 1

INTRODUCTION

This chapter provides the introduction of this study that includes sections such as background of the study, statement of the problem, research objectives and significance of the study. At the end of this chapter, the definition of terms is also provided. This chapter will also measure the relationship between organizational commitment and job performance among public sectors' employees working at Institut Pendidikan Kampus Tun Abdul Razak (IPGKTAR).

Background of Study

The Malaysian Government is continuously implementing the National Transformation Policy (NTP) in formulating and developing the Eleventh Malaysia Plan. Therefore, Malaysians are struggling to achieve the National Transformation Policy towards becoming a developed nation by 2020 as set out in Command Paper 23 of 2015 to achieve the National Transformation Policy towards becoming a developed nation by 2020 as set out in Command Paper 23 of 2015. Therefore, all parties should work together in achieving the goals. Our society needs to understand and be aware that the 11th Malaysian Plan is the “final leg” before we enter the arena of developed nation. This means that we need to work hard to achieve the National Transformation Policy by 2020 as well as to have the mindsets that reflect the people of a developed nation. (Razak,