

THE RELATIONSHIP BETWEEN CAREER GROWTH  
AND ORGANIZATIONAL COMMITMENT AMONG  
EMPLOYEES AT JABATAN KASTAM DIRAJA  
MALAYSIA, SARAWAK

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### **ABSTRACT**

This research was conducted to investigate the relationship between the four aspects of career growth (Career Goal Progress, Professional Ability Development, Promotion Speed and Remuneration Growth) and organizational commitment. This study was done at Jabatan Kastam Diraja Malaysia, which is one of the government sector located in Kuching, Sarawak. A total of 86 questionnaires were distributed to the employees at Jabatan Kastam Diraja Malaysia. All respondents were identified using convenience sampling method and 79 respondents were returned the completed questionnaires. The result shows that the finding in career growth is positively and significantly correlated with organizational commitment. The future researcher should do more research on the relationship between career growth and organizational commitment because this topic has not done much in Malaysia, especially Sarawak.

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## CHAPTER 1

This chapter outlines background of the study that provides a better understanding of the connection between career growth and organizational commitment that leads to the problem statement that we are needed to emphasize in our study. As stated, this chapter highlights the research objective that we aim to accomplish at the end of this research and with the research questions, it act as the main focus in the finding of the results. Moreover, the significance of the study and the limitation of the study that affects the process of our study will be explained further, along with the definition of terms for wider understanding.

### Background of the Study

Over the past few years, career growth has become one of the most researched topics. Research has shown that career growth is one of the most important factors cited by researchers in their job choice decision as stated by by Hu, Weng, and Yang (2008) due to the fact that there are elements of career growth that influence and shape organizational commitment and job satisfaction in the context of a government or private companies. Lifetime employment in the same organization was once considered normal, but job mobility and career change are becoming increasingly more common (Qingxiong Weng & McElroy, 2010). From this statement, it is found that many people have taken the decision to leave the organization they were working simply for a new working organization that is more concern with the career development of personnel in which they tend to believe it is a more effective performance management. In this regard, (Savickas, 2012) stated that an individual's career rested in the hands of an organization where it is meant that employee who are working for an organization are under the control of their employers and employers who are more concerning on the career development of the employee will