



**ORGANIZATIONAL CLIMATE AND STAFF COMMITMENT
A CASE OF UITM AND UNIMAS STAFF**

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ABSTRACT

This study investigates the relationships of the organizational climate to staff commitment in UiTM and UNIMAS in Kota Samarahan. Due to the lack of resources found on the studies on organizational climate impact on staff commitment, the researcher adopted most of the information from the research on school climates relationship with teacher commitment since the dimension seems to be related. Altogether 196 responses from all UiTM and UNIMAS staff had been analyzed. Pearson correlation moment coefficient and multiple regression analysis were used to analyze the data for this research.

The findings revealed the significant relationship between organizational climate and staff commitment. The collegial leadership, professional staff behavior, achievement press and institutional vulnerabilities were found significantly related to staff commitment. Organizational climate index was found strongly associated with staff commitment. The finding of this study provides important information for the UiTM and UNIMAS management who are concerned with the improvement of their staff performance.

CHAPTER 1: INTRODUCTION

1.1 BACKGROUND OF THE STUDY

In today's competitive world every organization is facing new challenges regarding sustained productivity and creating committed workforce. Nowadays no organization can perform at peak levels unless each employee is committed to the organizations objectives. Hence, it is important to understand the concept of commitment and its feasible outcome.

One of the major challenges that many organizational faces today is the recruitment and retention of staff. According to (Gulfnews, 2008) high staff turnover in UAE organizations costs about AED 9.9 billion a year. It means that an organization nowadays facing high staff turnover that make their company loss big amount of money in training and paying salary to their staff. This will harm the organization when they have lack amount of workers while they have uncountable task to settle.

Logically, this kind of staff have big problem with their commitment towards their organization. Thus, it will lead them to leave the company when they have no commitment in their job. From the recent research, (Suliman et al., 2011) confirmed that discouraging organizational climate negatively affects job satisfaction level which in turn may accelerate employee turnover. It is important for the firm to create o good organizational climate to their staff in order to retaining their staff for a long-term period. So that, the firm can gets benefit from their staff such as good performance and helping the firm to achieve their goals.