

THE RELATIONSHIP BETWEEN ORGANIZATIONAL  
COMMITMENT AND JOB SATISFACTION AMONG  
ADMINISTRATIVE STAFF AT RADIO TELEVISYEN MALAYSIA  
(RTM) KUCHING

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DECEMBER 2017

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## ABSTRACT

The persistence 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 is contained with three dimensions to be precise affective, continuance and normative commitment. Meanwhile, Armstrong, (2006) says that job satisfaction insinuates the perspective and opinions of individual have about their work. In commons, the objective of this study is to determine the relationship between organizational commitment and job satisfaction at Radio Televisyen Malaysia (RTM) Kuching. Hence, the descriptive and correlation analysis was conducted at Radio Televisyen Malaysia (RTM) Kuching to test the reliability of the data. The study covered 335 Radio Televisyen Malaysia (RTM) administrative staff as population while 181 of them were taken as sample size using Krejcie and Morgan (1970) table. Data collecting was done using quantitative method specifically questionnaire instrument which then analysed using IBM Statistic Packages for Science Social (SPSS) version 2.0. To conclude, the finding of these study is that the employees in RTM are satisfied with their organization since the result are strongly related and the employees are happy to work with the organization. Lastly, the researcher's expected that these research findings will be useful and able to provide valuable information in future.

## ACKNOWLEDGEMENT

### BISMILLAHHIRRAHMANNIRRAHIM

First of all, Alhamdulillah, praise to Allah SWT for giving us opportunity to finally complete our project paper to fulfil requirements of research proposal for ASM 601. I would like to thank our beloved supervisor, Prof. Madya Pauline Achan for giving us moral support and being helpful in completing this research and being so pleasant towards us. And not to forget our Co-Supervisor, Madam Gladys Sebi Entingar who always there to give advice and guide me in order to finish this research. I also would like to thank my parents for being very supportive in vary way. I as well would like to thank our classmate for being cooperated and honestly giving and sharing ideas among classmates which lead us to a better friendship and become an excellent class among all. Last but not least, we would like to thank our group partner without the cooperation from them my research cannot be completed successfully. Thank you.

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November, 2017  
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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**

Nowadays, organizational commitment seems to be very important in the workplaces because it has a relation with an organizational behaviour (Ogunleye, 2013) and (Ebru, 2015) stated that organizational commitment and job satisfaction of the employees are important factors for the success of the organizations. Studies have found that employees play the most essential roles in regulating the achievement of the organizations (Norizan, 2012). Organizational commitment is comprised three dimensions, that is affective, continuance and normative commitment (Meyer, 1996) Hence, by understanding the employees in their job and what inspires them could be a key in strengthening organizational commitment and job satisfaction among employees in the organizations.