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**THE RELATIONSHIP BETWEEN ORGANIZATIONAL
COMMITMENT AND PERFORMANCE AMONG
GOVERNMENT-LINKED CORPORATION'S (GLC) AMONG
EMPLOYEES AT SARAWAK ENERGY BERHAD**

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ABSTRACT

The objective of this study was to investigate the relationship between organizational commitment and job performance. The fundamental target of this study was to identify the relationship between organizational commitment and job performance. This study included 162 staff at Sarawak Energy Berhad, Kuching, Sarawak as the sample size of this survey. The data collection method was questionnaire survey that was distributed to all the 162 employees at SEB. Reliability test for the instrument used was done using SPSS version 20.0. The outcome demonstrates that every element of Organizational Commitment has positive and negative significant correlation with Job Performance. It is recommended that future analyst should expand the number of respondents and conduct the future research in government-linked corporations.

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CHAPTER 1

INTRODUCTION

This chapter provides the introduction of this study, 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.

Background of the Study

Government-Linked Companies (GLCs) play an important role in the development of the Malaysian economy and growth. GLCs which account for 36 percent of the market capitalization of the Malaysian stock market play a significant role in the development of the country's economy (Lau & Tong, 2008).

GLCs are investment arms of the government that allocate government funds to the GLCs. In its move towards the creation of an effective capital market which will supplement the financial system required to support Malaysia's economic development, one of the actions taken by the Malaysian government is to transform the government-linked companies (GLCs) into high performing organization (Najid & Rahman, 2011).

Additionally, various studies have been conducted regarding the relationship between ownership structure and performance of public listed companies but non focused on the GLCs (Najid & Rahman, 2011). Thus, this current study aimed to contribute some literatures on the effect of government ownership to the performance