



**EMPLOYEES PERCEIVED ORGANIZATIONAL TRAINING EFFECT
ON ORGANIZATIONAL COMMITMENT
AT MAJLIS PERBANDARAN JOHOR BAHRU TENGAH**

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LETTER OF SUBMISSION

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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "**EMPLOYEES PERCEIVED ORGANIZATIONAL TRAINING EFFECT ON ORGANIZATIONAL COMMITMENT IN MAJLIS PERBANDARAN JOHOR BAHRU TENGAH**" to fulfil the requirement as needed by the Faculty of Business Management, University Technology Mara.

Thank you,

Yours sincerely,

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ABSTRACT

This study intends to see the effect of organizational training on employee commitment focusing on their responds towards organization. The organizational training as independent variable was represent four element which are motivation to training, access to training, benefits of training and supervisory support while organization commitment as dependent variable in this study. The purpose of this study has been set by four objectives. To achieve this purpose we determine the first objectives which to determine the level of organization training effect. The second objective is to determine the level of organizational commitment of employees. Third is to identify the relationship between organizational commitments. Last objectives are to identify which four dimension employees' perceived towards organizational training is most effect on organizational commitment. Therefore, to achieve this objective, a quantitative method was used and data were collected by distributing 200 questionnaires to all employees at Majlis Perbandaran Johor Bahru Tengah. Information and data obtain has been analyzed using Statistical Package for Social Science Version 20. The data were analyzed using Descriptive Analysis, Pearson Correlation Analysis and Regression Analysis. The findings showed that organization have a high level of training effect and commitment in the organization. The result indicated that there is a significant relationship between four elements of perceived training and organization commitment. The result also revealed that support for training is major factor that most effect or influence the organization commitment. In conclusions, it shows that the support from supervisor or head of department is important to make them more committed toward the organization. Hence, training effect is an important factor that influenced career success.