



**LEVEL OF EMPLOYEE'S ORGANIZATIONAL COMMITMENT:  
A DESCRIPTIVE STUDY IN NASAD (M) SDN BHD**

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## ABSTRACT

The increasing level of commitment in company today influences the employees to working with the company. This is because to attract the employees to stay loyal and achieve the goals of the company. The issues in this company they have the different of level commitment. So, want know the level of the commitment that company have. Therefore, this study aims to determine level of employee's organizational commitment and what the level of organizational commitment in NASAD (M) Sdn Bhd. The result of this study would be obtained through the distribute questionnaire with the 30 respondents in NASAD (M) Sdn Bhd are from different levels of management, three from lower levels of management and each from top levels and middle levels of management. The result of the research point out there is the three level of commitment such as Affective Commitment, Continuance Commitment and Normative Commitment. The result from this study is the highest level commitment in NASAD (M) Sdn Bhd is Affective Commitment. Then they have the strong of relationship of level of employee's commitment with their company.

## TABLE OF CONTENTS

Declaration of Original Work.....	iii
Letter of Transmittal.....	iv
Acknowledgment.....	v
List of Table.....	vi
List of figure.....	vii
Abstract.....	viii
<b>CHAPTER 1: INTRODUCTION.....</b>	<b>1</b>
1.1. Background of the study.....	1
1.2. Organizational Background.....	2
1.3. Problem Statement.....	4
1.4. Research Question.....	5
1.5. Research Objective.....	5
1.6. Scope of Study and Limitations.....	6
1.7. Definition of Term.....	7
<b>CHAPTER 2: LITERATURE REVIEW.....</b>	<b>8</b>
2.1. Introduction.....	8
2.2. Organizational Commitmen.....	8
2.3. Affective Commitment.....	9
2.4. Continuance Commitment.....	9
2.5. Normative Commitment.....	11
<b>CHAPTER 3: RESEARCH METHODOLOGY.....</b>	<b>12</b>
3.1. Introduction.....	12
3.2. Research Design.....	12
3.3. Sampling Design.....	12

## **CHAPTER 1**

### **1.0 INTRODUCTION**

This chapter consists of background of study, organizational background, problem statement, research question, research objectives, scope and limitations and definition of terms.

### **1.1 BACKGROUND OF STUDY**

Background of study explains the research's of level of employee's organization commitment. This review adjusted the Allen and Meyer's (1990) OCS how way measure organizational commitment. The measurement scale had three dimensions namely Affective Commitment (AC), Normative Commitment (NC) and Continuance Commitment (CC). While in problem statement, it clarifies in depth on how the problem occurs also the fact related was presented. Research objectives roles as the guider in order to identify the findings and research questions, are the questions needed to be answered by the findings. For the research questions must be related to the theoretical framework.

Lastly, for the scope of study they were discussing about whom is the respondents were involved in the survey sessions. While for limitation of study, they were discussed about which party contributed by conducted this research and what is constraint faced by researcher during conducted the research.