

**THE RELATIONSHIP OF JOB CHALLENGES AND SOCIAL COHESION  
TOWARDS JOB COMMITMENT**

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**2014**

## ABSTRACT

This study is carried out to investigate the relationship between job challenges and social cohesion between male and female and also to identify the relationship of job challenges and social cohesion toward employee's job commitment in CIDB Selangor.

In chapter one, the study discussed about the background of the study, statement of the problem, research objectives, research questions, significance of the study, limitation of the study and the definition of terms. In chapter two, the study discussed on the literature review which was explains in detail the definition based on independent and dependent variables and the relationship between the variables. The theoretical framework was also provided.

For chapter three, the methodology used for this study had been discussed. The methodology is the method used by the researcher in finding the result while completing this research. This includes research design, sampling frame, population, sampling technique, sample size, unit of analysis, instrument, validity of instrument, data collection procedures and plan of data analysis. For this study, the researcher used the simple random sampling technique.

The forth chapter reported the findings from the research and at the end of the study; several recommendations were made to the organization and also for future research.

The scope of study is focused on job challenges and social cohesion practices in CIDB Selangor and its relationship towards employee's job commitment. Simple Regression model was used as the research design and probability sampling for the sampling technique. There were 40 copies of questionnaires set with 29 items distributed

## ACKNOWLEDGEMENT

First and foremost, I would like to express my deepest gratitude to Allah, with Him blessing, this research study has finally been completed.

I also want to express my sincere appreciation to my project advisor, **Puan Nor Aziah binti Abd Kadir** because of her guidance and support that has helped a lot to settle difficulties regarding the completion of this research. I am greatly indebted to her whose excellence in supervising and devotion to this research inspired my work.

I appreciate the involvement of my supervisor Puan Harita binti Hidzir, Accountant Assistant and all the staff in CIDB Negeri Selangor for giving their cooperation towards this research.

Last but not least, I am also glad that all members gave good cooperation during completing this research study.

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July 23, 2014  
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