

**THE IMPORTANCE OF ORGANIZATIONAL SUPPORT TOWARDS
EMPLOYEES APPEARANCE AMONG SUPPORTING STAFF IN PEJABAT
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ABSTRACT

This study was conducted to identify the organizational support toward employees appearance among supporting staff at Pejabat Daerah Kemaman. The study was conducted to investigate the relationship of variable between the independent variable and dependent variable. Researcher has been expose that the independent variable consist of fairness, organization reward, work condition and supervisor support was effect the employee psychological appearances.

The collection of data has been analyzed by the researcher as a finding for this study using the SPSS. The result of this study was important to provide the information related to the study was conducted by researcher, about importance of organization support include fairness, organization reward, supervisor support and work condition to the psychological appearances of employees.

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CHAPTER 1

INTRODUCTION

Background of the Study

A research of organizational support focused on organizational support theory, which explained the relationship between employer and employee based on social exchange. The organizational support contained four main elements consists of fairness, organizational rewards, job conditions and supervisor support. Perceived organizational support was the degree of employees' believed that employer values their contributions and cared about their well-being (Baran, Shanock & Miller, 2011).

According to Giacomantonio & Pierre (2011), the group adopted a cooperative approach among each other and to their leaders when they have good perception to leaders' fairness. The leadership fairness helped in contributing to the willingness to cooperate in dilemmas especially in performing daily tasks.