



**A STUDY ON ORGANIZATION COMMITMENT,
JOB SATISFACTION AND INTENTION TO STAY**

Case Study of Employees in Sarawak Oil Palm Berhad (SOPB)

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ABSTRACT

The purpose of this research is to study about organizational commitment, job satisfaction and intention to stay. Organizational commitment includes affective, continuance and normative commitment. Job satisfaction includes employees' feelings about both intrinsic and extrinsic job elements. Intention to stay is an opposite of intention to quit. Sample of 158 are the employees in Headquarter 1, Headquarter 2 and SOP Resources (Warehouse) to questionnaire survey. Pearson's Correlation Coefficient used to test the hypotheses. There is very strong relationship between organizational commitment and intention to stay and also a very strong relationship between job satisfaction and intention to stay. The study contributes to existing knowledge by testing the three variables at Sarawak Oil Palm Berhad, one of the biggest companies in plantation industry at Sarawak. Thus the result will provide other researcher with better insight on organizational commitment, job satisfaction and intention to stay among employees in an organization.

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CHAPTER 1 INTRODUCTION

1.1 Introduction

This chapter serves as the general outline of the research. This section discusses the background of study, problem statement, research objectives of the study, research questions, hypothesis, scope of study, limitation of study and significance of study. It will significantly outline the general idea of organizational commitment, job satisfaction and intention to stay.

1.2 Background of Study

Sarawak Oil Palm Berhad (SOPB) is a Malaysian public company listed on the Bursa Malaysia (Formerly known as the Kuala Lumpur Stock Exchange). SOPB is involved primarily in the cultivation of oil palms and the operations of palm oil mills. Sarawak Oil Palms Berhad (SOP), a leading Sarawakian plantation listed company was formed as a joint-venture between the Commonwealth Development Corporation (CDC) and the Sarawak State government in 1968 to pioneer the commercial planting of oil palms in the state with an initial area of land 4,600 hectares of Oil Palm Plantation under the name of Sarawak Oil Palms Sdn Bhd "SOPSB". SOPSB has converted into a public company in year 1990 and its name was changed to Sarawak Oil Palms Berhad (SOPB).

Employees' turnover is an ongoing issue faced by organization. This concern have relates to employees organizational commitment and satisfaction towards job. According to Buckley, S. A., & Redmond, B. F. (2012), cited Allen and Meyer (1996) have defined organizational commitment as a psychological link between an employee and his or her organization that makes it less likely that the employee will voluntarily leave the organization. Organizational commitment is related to job satisfaction in that both deal with the nature of workers' emotional reactions to work. However, commitment can be applied to the entire organization, whereas satisfaction is applied to the specific job an employee has.