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**FACTORS CONTRIBUTING TO ORGANIZATIONAL COMMITMENT IN
DESARU COAST**

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ABSTRACT

The major challenge facing the organisations in today's competitive world is to retain their skilled workers. Committed staff are thought to work harder and are more likely to work for extra hours to accomplish their organization's objectives.. Organizational commitment is related to the employee's ability to accept the objectives of their organisation and will gladly devote their energies to attaining those objectives of organisation stability that will also decrease turnover intention, absenteeism and tardiness.

The objective of this study is to identify the variables that contribute to organisational commitment and to determine the direction of the impact as well as the most significant variables for organisational commitment across various sectors in Malaysia. This study is a quantitative research that the self-administered electronic questionnaires used the tool to compile data. The data was collected and rendered viable at 55 percent of the possible 100 respondents collected from the entire 180-employee population. Selection of samples was based on a simple method of random sampling. The gathered information was then assessed using version 20 of the Software Statistical Package for Social Science (SPSS). Most studies such as reliability analysis, frequency distribution, descriptive assessment, Pearson's analysis of correlation and multiple regression were converged using SPSS. The results indicated that job motivation, leadership and job satisfaction are related to organizational commitment.

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