

**A STUDY ON FACTORS CONTRIBUTES ON ORGANIZATIONAL COMMITMENT IN
MONDELEZ MALAYSIA SDN BHD**

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“In the name of Allah S.W.T the Most Gracious and the Most Merciful”

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ABSTRACT

This research explores on factors contributes on organizational commitment in Mondelez Malaysia Sdn Bhd. This research also determined the level of organizational commitment at Mondelez Malaysia Sdn Bhd, as well as to examine the elements of work environment, organizational learning and employee engagement has significant relationship with organizational commitment and also want to signify which element is the most influence towards organizational commitment and lastly to make a recommendations to improve it. To achieve this objective, a survey has been conducted among employees who work in Mondelez Malaysia Sdn Bhd and total of 50 usable forms of questionnaires were made to deliver among the employees who work in the organization. The findings indicate that there is a significant positive relationship between organizational learning and employee engagement towards organizational commitment. It was also found that work environment does not has a significant positive relationship towards organizational commitment. On the other hand, organizational learning is the variable that influence the most towards organizational commitment and also there are recommendations for the organization that are suggested by researcher to improve the organizational commitment in Mondelez Malaysia Sdn Bhd.