



**THE RELATIONSHIP BETWEEN JOB INVOLVEMENT, JOB
COMMITMENT AND JOB SATISFACTION AMONG STAFFS IN
MAJLIS AMANAH RAKYAT (MARA) NEGERI MELAKA.**

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“DECLARATION OF ORIGINAL WORK”

We, **IZWAN BIN ALI** (Matric Number: **2010880512**) and **MOHAMAD ISMARUDIN BIN ISMAIL** ((Matric Number: **2010863358**))

Hereby declare that,

- ❖ This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- ❖ This project-paper is the result of my independent work and investigation, except where otherwise stated.
- ❖ All verbatim extracts have been distinguished by quotation marks and sources of information have been specifically acknowledged.

Signature:

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ACKNOWLEDGEMENT

“In the name of ALLAH, The Merciful, The Beneficent”

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ABSTRACT

Nowadays, employee satisfaction is one of the famous issues faced by organization. In the previous researches, employee involvement and employee commitment was considered very important for increasing the satisfaction of the employees. Organization must able to attract their employee's involvement and gain the employee's commitment in order to make sure the employees satisfied in their performance and can manage organization effectively. As for Majlis Amanah Rakyat (MARA) Negeri Melaka, researcher was attracted to conduct a survey in measure the level of employee's satisfaction on their view in works in the organization and can perform the given tasks or not.

This research is aimed to examine the relationship between job involvement, job commitment and job satisfaction among staffs in MARA Negeri Melaka. The dependent variable for this research is job satisfaction. Two independent variables that link with the dependent variable are job involvement and job commitment. The first research objective is to identify if there is any relationship between job involvements and job satisfaction. The second objective is to identify if there is any relationship between employee commitment and job satisfaction. For the collection of data, interview, observation and questionnaire methods was used by the researcher. The researcher was distributed the set of questions to the respondent in the organization. In conducting the research, the researcher used Statistical Package for Social Science (SPSS) version 20. The findings supported both (2) objectives which means there is relationship between two (2) independent variables which are job involvement and job commitment with the dependent variable, job satisfaction.

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