



**FACTORS THAT INFLUENCE ORGANIZATIONAL COMMITMENT OF
EMPLOYEES AT FELDA GLOBAL VENTURES HOLDINGS BERHAD**

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BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

(INTERNATIONAL BUSINESS)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MALACCA, CITY CAMPUS

JANUARY 2018

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**SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENT FOR THE
BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(INTERNATIONAL BUSINESS)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MALACCA, CITY CAMPUS**

JANUARY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
"DECLARATION OF ORIGINAL WORK"**

I, Nurul Masturah Binti Mahayuddin, (I/C Number: 940901025644)

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 my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

JANUARY 2018

Mohd Halim Bin Mahpoth

Bachelor of Business Administration (Hons.) International Business

Faculty of Business Management

Universiti Teknologi Mara

Malacca, City Campus

110 Off Jalan Hang Tuah

75300 Melaka

Dear Sir,

SUBMISSION OF PROJECT PAPER (IBM663)

Enclosed here is the project paper title “**Factors That Influence Organizational Commitment of Employees at Felda Global Ventures Holdings Berhad**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Sincerely,

.....
NURUL MASTURAH BINTI MAHAYUDDIN
2014307551

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ABSTRACT

This research explores the factors that contribute to organizational commitment among employees at Felda Global Ventures Holdings Berhad (FGVHB). The main objective of this research is to identify the factors that influence organizational commitment at FGVHB. Three independent variables are identified, employee empowerment, teamwork and employee training. In order to complete this research, three hypotheses were constructed, focusing on determining the factor that influence organizational commitment. Questionnaire was distributed using non probability sampling that is convenient sampling and a total of 125 questionnaires were distributed with 89 questionnaires were received back. The data obtained were analyzed using SPSS. The findings show that the two variables, organizational commitment and employee training were important in influencing organizational commitment. Thus, two hypotheses failed to reject and one hypotheses are rejected.

Keywords: Organizational Commitment, Employee Empowerment, Teamwork, Organizational Training