



**A STUDY ON THE FACTORS INFLUENCING ORGANIZATIONAL COMMITMENT IN KOLEJ
POLY-TECH MARA SDN BHD**

AZZAH IZZATI BINTI ABU BAKAR

2010707411

NUR LIYANA BINTI SHAMSUDDIN

2010397153

BACHELOR OF BUSINESS ADMINISTRATION (HONS)

HUMAN RESOURCE MANAGEMENT

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MALACCA CITY CAMPUS

JULY 2013

**A STUDY ON THE FACTORS INFLUENCING ORGANIZATIONAL COMMITMENT IN KOLEJ
POLY-TECH MARA SDN BHD
(KPTM)**

**AZZAH IZZATI BINTI ABU BAKAR
2010707411
NUR LIYANA BINTI SHAMSUDDIN
2010397153**

Submitted of Partial Fulfillment of the Requirement for the Bachelor of Business
Administration (Hons) Human Resources Management

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

JULY 2013

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCES MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MALACCA CITY CAMPUS**

“DECLARATION OF ORIGINAL WORK”

**I, AZZAH IZZATI BINTI ABU BAKAR (I/C Number: 890916-01-5710) and
NUR LIYANA BINTI SHAMSUDDIN (I/C Number: 880725-56-5534)**

Hereby, declare that;

- This work has not previously been accepted in substance for any diploma, 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 investigation, except where otherwise stated.

All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

**AZZAH IZZATI BINTI ABU BAKAR
NUR LIYANA BINTI SHAMSUDDIN**

Date:

01 July 2013

LETTER OF SUBMISSION

4 July 2013

The Head of Program
Bachelor of Business Administration (Hons) Human Resource
Faculty of Business Management
Universiti Teknologi Mara
Kampus Bandaraya Melaka
110 Off Jalan Hang Tuah,
75300 Melaka.

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Enclosed here is the research entitled "A Study on the Factors Influencing Organizational Commitment in KPTM" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

I hope this report will fulfill the requirement of Bachelor of Business Administration (Hons) Human Resource Management and also achieved the objective of this study.

Thanks you.

Yours faithfully,

.....
AZZAH IZZATI BINTI ABU BAKAR
2010707411
Bachelor of Business Administration
(Hons) Human Resource Management

.....
NUR LIYANA BINTI SHAMSUDDIN
2010397153
Bachelor of Business Administration
(Hons) Human Resource Management

ABSTRACT

Purpose: The purpose of this study was to assess the relationship between personality and perceived organization supports towards organizational commitment. **Method:** One hundred staff in 2 divisions which are administration and academic (lecturer) at Kolej Poly-Tech Mara was sent questionnaires to complete. The survey is about factor that influencing the organizational commitment in KPTM such as personality and perceived organization support. **Results:** 74 respondents completed the questionnaires. The result revealed that there is positive and strong relationship between personality and organizational commitment meanwhile perceived organizational support also has relationship with organizational commitment but it's just moderate relationship. **Conclusion:** The personality and perceived organization support towards organizational commitment has a relationship and personality is more influence factors towards organizational commitment. Job performance might be increase if individuals put a high commitment on their task.