



**THE RELATIONSHIP BETWEEN TASK IDENTITY, TASK AUTONOMY AND
FEEDBACK WITH ORGANIZATIONAL COMMITMENT AMONG EMPLOYEES IN
JABATAN KETUA MENTERI MELAKA (JKMM)**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
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UNIVERSITI TEKNOLOGI MARA (UiTM)
“DECLARATION OF ORIGINAL WORK”**

I, NUR AMIRAH BINTI ABDUL GHAFAR (930907045196) AND NURUL SHAFIKA BINTI ZULPIKRI (930905045358),

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 our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: _____

Date: 27th June, 2016

LETTER OF TRANSMITTAL

Puan Suhailah Binti Kassim
Faculty of Business Management
Universiti Teknologi Mara
110 Off Jalan Hang Tuah
75300 Melaka

27th June, 2016

Dear Madam,

We submit here with the attached report entitled “The Relationship between Task Identity, Task Autonomy and Feedback with Organizational Commitment among Employees in Jabatan Ketua Menteri Melaka (JKMM).

This report examines whether there is significant relationship between task identity, task autonomy and feedback with organizational commitment.

We hope you find this report satisfactory. Thank you.

Sincerely,

Nur Amirah Binti Abdul Ghafar
Nurul Shafika Binti Zulpikri
Bachelor of Business Administration with Honours (Human Resource Management)
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TABLE OF CONTENTS

	Pages
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES	vi
LIST OF FIGURES	vii
ABSTRACT	viii

CHAPTER 1 INTRODUCTION

1.1	Background of Study	1-2
1.2	Background of the Company	3
1.3	Problem Statement	3
1.4	Research Questions	4
1.5	Objectives	4
1.6	Significance of Study	5-6
1.7	Scope of Study	6
1.8	Limitations	6-7
1.9	Definition of Terms	7-8
1.10	Summary	8

ABSTRACT

Organizational commitment is one of the major challenges in human resource management and without commitment employees; organization stands to suffer in terms of efficiency and effectiveness. The study aimed to determine the relationship between task identity, task autonomy and feedback with organizational commitment among employees in Jabatan Ketua Menteri Melaka (JKMM) using Hackmans's Job Characteristics Theory. Hence, the research hypothesis was to examine whether there is significant relationship between task identity, task autonomy and feedback with organizational commitment. The research design used a quantitative approach. Methodology of research used was descriptive statistics, correlations and reliabilities. The dependent variable is organizational commitment and independent variables represent task identity, task autonomy and feedback. A sample of 248 employees was obtained from a population of 730 employees. The population was conveniently approached and primary data was collected using questionnaires. The data collected was edited, coded, and tabulated. It was analyzed using SPSS (statistical package for social scientists) version 20. Findings showed the direction of the relationship between all variables is positive relationship meaning that independent variables have a significant effect on organizational commitment. The study recommends that managers of organizations can use these findings to make human resource decisions regarding job analysis.