



**A STUDY ON THE EFFECTS OF THE WORKPLACE  
EMPOWERMENT TOWARDS ORGANIZATIONAL COMMITMENT AT  
MAJLIS PERBANDARAN NILAI (MPN)**

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

**2014**

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**Submitted in Partial Fulfilment  
Of the Requirement for the  
Bachelor of Business Administration  
(Hons) Human Resource Management**

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

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**BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE  
MANAGEMENT FACULTY OF BUSINESS MANAGEMENT  
UiTM MALACCA CITY CAMPUS**

**“DECLARATION OF ORIGINAL WORK”**

We, Nurzalika Akma Binti Mohd Zin, (I/C Number: 920921055236) and Nadia Farhana Binti Desa (I/C Number: 920705055178).

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 others degree.
- This project paper is the result of our independent work and investigation, except otherwise stated.
- All verbatim have been distinguish by quotation marks and sources of our information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(NURZALIKA AKMA BINTI MOHD ZIN)

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

(NADIA FARHANA BINTI DESA)

## LETTER OF TRANSMITTAL

02 July 2014

Nurzalika Akma Binti Mohd Zin (2011853926) & Nadia Farhana Binti Desa  
(2011852234)

Faculty of Business Management  
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July, 2014

The Head of Program  
Bachelor of Business Administration (Hons) Human Resource  
Faculty of Business Management  
Universiti Teknologi MARA  
Bandaraya Melaka

Dear Madam/Sir,

### **SUBMISSION OF PROJECT PAPER (HRM 663)**

Attached is the project paper title “**A Study on the Effects of the Workplace Empowerment towards Organizational Commitment at Majlis Perbandaran Nilai (MPN)**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

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# **A STUDY ON THE EFFECTS OF THE WORKPLACE EMPOWERMENT TOWARDS ORGANIZATIONAL COMMITMENT AT MAJLIS PERBANDARAN NILAI (MPN)**

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## **Abstract**

This study is about the effect of the workplace empowerment towards organizational commitment at Majlis Perbandaran Nilai (MPN). It will focus about the organizational commitment level which will be influence by the workplace empowerment among the employees in MPN. It will cover three dimensions or subscales of workplace empowerment which is opportunities, information and resources and also three subscales of organizational commitment which is affective, continuance and normative. Furthermore, the objectives of this study are to identify the significant relationship between resources and organizational commitment, to identify the significant relationship between information and organizational commitment, to identify the significant relationship between opportunities and organizational commitment and to determine the most influential dimensions which affect organizational commitment at Majlis Perbandaran Nilai (MPN). This research or study will use the probability sampling. The employees at Majlis Perbandaran Nilai face problems about the commitment towards the organization due to several scarcities in the aspect of resources, opportunities and information. Due to these problems it leads the employees to become unmotivated to do their jobs and performance. Moreover, it also will make the employees doesn't feel the organization as their own family and organization problems as their own. Throughout the result, it shows that dimensions or subscales of workplace empowerment will fully or slightly affect the organizational commitment of the employees.