



**Faculty of Administrative Science  
& Policy Studies  
Universiti Teknologi MARA**

**Bachelor of Administrative Science**

**Title of Research  
Factors Affecting Employee  
Commitment In Molnlycke Health Care  
Sdn. Bhd.**

**Name of Student:**

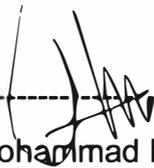
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## THE DECLARATION

We hereby declare that the work contained in this research proposal is original and our own except those duly identified and recognized. If we are later found to have committed plagiarism or acts of academic dishonesty, action can be taken in accordance with UiTM'S rules and academic regulations

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# CHAPTER 1

## INTRODUCTION

### 1.1 Introduction

This chapter focuses on the background of this study which is employee commitment in manufacturing industry. It introduces the overall concept of employee commitment, and followed by problem statement, research question, research objectives, scope of study, significant of the study, and the definition of key terms and concepts that is used in this study.

### 1.2 Background of study

Committed employees are the biggest asset of an organization. The success of the company in the economy is depend on the optimum utilization by the relevant resources such as the, material resources financial resources, and human resources (Anthony, 2014). Employee commitment is found as a leading factor that will lead to the level of achievement in many organizations. According to Yousef (2002), when a level of commitment is high it will be likely to provide a values to organization, willing to give their effort to organization and will provide benefits to the organization. Based on research by Uly (2003) at Institute for Employment Studies, he found that when an employee give their commitment to the organization, it can led to a monthly increase in sales per store amounted at £200,000. Without an employee commitment an organization cannot achieve their successful goal. For example, based on the report, an organization cannot be succeed for very long when 80% of their employees are uninvolved and unimpressed (Bardwick, 2008). Therefore, an employee commitment is an important issue in order to achieve an organizational goal.