

**INVESTIGATING ORGANIZATIONAL COMMITMENT  
AMONG BANKING SECTOR EMPLOYEE**

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

**FACULTY OF BUSINESS AND MANAGEMENT  
UiTM PERLIS**

**JULY 2020**



**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS  
HUMAN RESOURCE MANAGEMENT  
FACULTY OF BUSINESS AND MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
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**DECLARATION OF ORIGINAL WORK**

**I , NOR AZREEN BINTI MHD NOR BAKRI. (I/C Number :950907-14-6876)**

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 acknowledge.

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## **ABSTRACT**

In today's dynamic environment, organizations especially the banking sector are facing difficulties to make their employee committed with the organizations due to the never ending change of economic and globalizations. Therefore, organizations must have a suitable commitment strategies for employees. Hence, this research was conducted to investigate organizational commitment among banking sector employee with job satisfaction, work life balance and succession planning as the independent variable. A set of structured questionnaires was administrate to 111 employees who are working at Bank Negara Malaysia. The data was analysed using Statistical Package for the Social Science (SPSS). Finally the results shows that, job satisfaction and succession planning which have a significant relationship with organizational commitment. The recommendations for future research was also discussed.

Keywords: Job Satisfaction, Work-life Balance, Succession Planning, Organizational Commitment, Banking Industry