

INDUSTRIAL TRAINING REPORT
AT
PETROLIAM NASIONAL BERHAD
PETRONAS TWIN TOWERS KUALA LUMPUR CITY CENTRE,
50088, KUALA LUMPUR

ORGANIZATION COMMITMENT OF EMPLOYEES IN PETROLIAM
NASIONAL BERHAD: INVESTIGATING THE INFLUENCE OF QUALITY
OF WORK LIFE

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ABSTRACT

The purpose of this study is to examine the relationship between quality of work life factors and employee's organizational commitment and to determine which quality of work life factors that has significant affect towards employee's organization commitment amongst staff in Human Resource Department PETRONAS in Kuala Lumpur. The target population of this study was about 218 staff of Human Resource Department in PETRONAS. For the purpose of data collection, simple random sampling was chosen as the sampling technique and 141 sets of questionnaire were distributed among the staff in Human Resource Department. A total of 127 questionnaires were used for statistical analysis. There are seven independent variables involved in this study which are work environment, work culture, staff relational, compensation and rewards, facilities and benefits, job satisfaction and job security, and training and development while the dependent variable is organizational commitment. Multiple Linear Regression analysis is employed to predict the employee's organizational commitment. There exist a problem of multicollinearity in variable facilities and benefits, and training and development. Therefore, an approach in dealing with multicollinearity is to create new variable that are the average mean of the variable benefits and facilities and training and development since those variables are highly correlated with one another. In the process of building the regression model, variable benefits and development is introduced. The result shows all the 6 variables (work environment, work culture, staff relational, compensation and rewards, job satisfaction and job security, and benefits and development) have significant effect on organizational commitment. This study contributes to the existing literature and suggests some strategies on how to improve the employee's organizational commitment.

Keywords: *Organizational commitment, Quality of Work Life*

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