



FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY STUDIES

UNIVERSITI TEKNOLOGI MARA CAWANGAN KEDAH

The relationship of five factor model of personality towards
teacher's organizational commitment

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JANUARY 2018

DECLARATION

We hereby declare that the work contained in this research proposal is our own except those which have been duly identified and acknowledged. If we are later found to have plagiarized or act to have committed other forms of academic dishonesty, action can be taken against our under the Academic Regulations of UiTM's.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Organizational commitment generally can be defined as a psychological or emotional contract that employees have with their organization. According to Allen & Mayer (1990), employee's commitment have three reasons. The first reason is emotional attachment. The second reason is the feeling of losing profit from the effort they made with the organization. Third is the feeling of responsible towards the organization. Organizational commitment has three components as proposed by Allen and Meyer (1990) which are affective commitment, continuance commitment, and normative commitment. Affective commitment means that employees stay with the organization because of their own will. Continuance commitment means that employees stay because they need to stay. And normative commitment means that employees stay because they feel it as their responsible. The higher the organizational commitment that the employee has, the lower the probability that the employee will leave the organization (Allen & Meyer, 1990).

The Five Factor Model of Personality has emerged as the most extensively established structure used to describe personality of an individual for the past 20 years (Digman, 1990; Goldberg, 1993; Judge, Heller, & Mount, 2002). The validity of the model is supported strongly by empirical evidence through different theoretical frameworks, measures, occupation, cultures, and sources of ratings (Barrick & Mount, 1991; De Raad & Doddema-Winsemius, 1999; Liao & Chuang, 2004; Matzler & Renzl, 2007). The model advocates that personality can be reduced to five traits, which are extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience (Costa & McCrae, 1989; Judge).