

**RELATIONSHIP BETWEEN PERCEIVED SUPERVISOR SUPPORT (PSS) AND
ORGANIZATIONAL COMMITMENT (OC) AMONG ACADEMICIANS IN UITM MELAKA**



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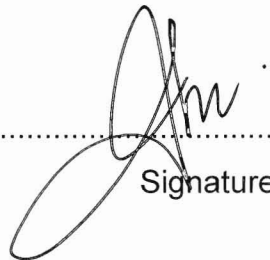
BY :

**NANI SHUHADA BINTI SEHAT
MAZIDA BINTI ISMAIL
SITI ROHANA BINTI DAUD**

JUNE 2011

GROUP OF RESEARCHERS

NANI SHUHADA BINTI SEHAT
HEAD OF RESEARCH PROJECT



Signature

MAZIDA BINTI ISMAIL
MEMBER



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SITI ROHANA BINTI DAUD
MEMBER



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Date : 24 JUNE 2011
Project File No : 600-RMI/SSP/DANA 5/3/Dsp (79/2011)

Assistant Vice Chancellor (Research)
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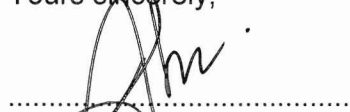
Sir,

FINAL RESEARCH REPORT

Refer to the above matter, herewith enclosed three (3) copies of the Final Research Report entitled "Relationship between Perceived Supervisor Support (PSS) and Organizational Commitment (OC) among Academicians in UiTM Melaka" by a group of researchers from Faculty of Business Management, UiTM Melaka.

Thank you.

Yours sincerely,



NANI SHUHADA BINTI SEHAT
Head of Research Project

Surat Kami : 600-RMI/SSP/DANA 5/3/Dsp (79/2011)
Tarikh : 28 Februari 2011



Pn Nani Shuhada Sehat
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78000 Alor Gajah, Melaka

Y. Brs. Prof./Tuan/Puan

KELULUSAN PERMOHONAN DANA KECEMERLANGAN 02/2011

Tajuk Projek : Relationship of Perceived Supervisor Support on Organizational Commitment : Case Study at UiTM Malacca
Kod Projek : 600-RMI/SSP/DANA 5/3/Dsp (79/2011)
Kategori Projek : Kategori F (2011)
Tempoh : 15 Februari 2011 – 14 Februari 2012 (12 bulan)
Jumlah Peruntukan : RM 5,000.00
Ketua Projek : Pn Nani Shuhada Sehat

Dengan hormatnya perkara di atas adalah dirujuk.

2. Sukacita dimaklumkan pihak Universiti telah meluluskan cadangan penyelidikan Y. Brs Prof./tuan/puan untuk membiayai projek penyelidikan di bawah Dana Kecemerlangan UiTM.

3. Bagi pihak Universiti kami mengucapkan tahniah kepada Y. Brs. Prof./tuan/puan kerana kejayaan ini dan seterusnya diharapkan berjaya menyiapkan projek ini dengan cemerlang.

4. Peruntukan kewangan akan disalurkan melalui tiga (3) peringkat berdasarkan kepada laporan kemajuan serta kewangan yang mencapai perbelanjaan lebih kurang 50% dari peruntukan yang diterima.

Peringkat Pertama	20%
Peringkat Kedua	40%
Peringkat Ketiga	40%

5. Untuk tujuan mengemaskini, pihak Y. Brs. Prof./tuan/puan adalah diminta untuk melengkapkan semula kertas cadangan penyelidikan sekiranya perlu, mengisi borang setuju terima projek penyelidikan dan menyusun perancangan semula bajet yang baru seperti yang diluluskan. Sila lihat lampiran bagi tatacara tambahan untuk pengurusan projek.

Sekian, harap maklum.

“SELAMAT MENJALANKAN PENYELIDIKAN DENGAN JAYANYA”

Yang benar


DR. OSKAR HASDINOR HASSAN
Ketua Penyelidikan (Sains Sosial dan Pengurusan)

/RS...

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ENHANCED EXECUTIVE SUMMARY

Nowadays, education becomes one of the most important aspects in our life. Every human being is being educated from primary and secondary school until higher educational institution. Therefore, the role as academician was one of the vital role to ensure the needs of learning institution and their student can be fulfilled. In order to maintain the number of academicians, the support of the supervisor is very crucial to maintain the commitment of academicians especially in higher learning institution. The purpose of this study is to examine the relationship between perceived supervisor support (PSS) and organizational commitment (OC) and to determine which types of organizational commitment namely affective commitment (AFFOC), normative commitment (NORMOC) and continuance commitment (CONTOC) was most influenced by PSS among academicians in UiTM Melaka. Supervisor in UiTM Melaka was called as coordinator. The questionnaire distributed randomly to 200 academicians in UiTM Melaka but only 119 were returnable, completed and useful. Data from 119 academicians were analyzed using Statistical Package for Social Science (SPSS). Pearson Correlation test were be used to test the relationship between PSS and all three OC and regression analysis were used to determine which types of three OC was most influenced by PSS among academicians in UiTM Melaka. All variables are proven reliable after going through reliability test. The findings suggest that PSS has positive relationship with AFFOC, CONTOC and NORMOC but only AFFOC and NORMOC has significant relationship with PSS. Meanwhile, all the three OC was influenced by PSS among respondents in UiTM Melaka. It concludes that organizational commitment all the academicians in UiTM Melaka very much dependent in perceived supervisor support that they received.