

THE RELATIONSHIP BETWEEN CAREER GROWTH AND
ORGANIZATIONAL COMMITMENT AMONG EMPLOYEES IN
LEMBAGA HASIL DALAM NEGERI (LHDN) SARAWAK

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“DECLARATION OF ORIGINAL WORK”

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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 acknowledged.

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ABSTRACT

The title of this study is the relationship between career growth and organizational commitment among employees. The purpose of this study is to investigate the relationship between the four aspects of career growth (Career Goal Progress, Professional Ability Development, Promotion Speed, and remuneration Growth) and organizational commitment. This study was done at Lembaga Hasil Dalam Negeri (LHDN) Sarawak, located in Kuching, Sarawak. The outcome of this study is there is a significant positive relationship between career growth and organizational commitment. There are positive, moderate and significant relationship between career goal progress and organizational commitment ($r=.488^{**}$) ($p>0.01$), professional ability development and organizational commitment ($r=.594^{**}$) ($p>0.01$), promotion speed and organizational commitment ($r=.393^{**}$) ($p>0.01$), and remuneration growth and organizational commitment ($r=.533^{**}$) ($p>0.01$). The positive correlation coefficient indicates that an increase in career growth led to increase in organizational commitment.

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CHAPTER 1

This chapter outlines background of the study that provide a better understanding of the connection between career growth and organisational commitment that leads to the problem statement that we are needed to emphasize in our study. As stated, this chapter highlights the research objective that we aim to accomplish at the end of this research and with the research questions, it act as the main focus in the finding of the results. Moreover, the significance of the study and the limitation of the study that affects the process of our study will be explained further, along with the definition of terms for wider understanding.

Background of the Study

Over the past few years, career growth has become one of the most researched topics. Research has shown that career growth is one of the most important factors cited by researchers in their job choice decision as stated by Hu, Weng, and Yang (2008) due to the fact that there are elements of career growth that influence and shape organizational commitment and job satisfaction in the context of a government or private companies. Lifetime employment in the same organization was once considered normal, but job mobility and career change are becoming increasingly more common Qingxiong Weng & McElroy (2010). From this statement, it is found from the research that many people have taken the decision to leave the organization they were working simply for a new working organization that is more concern with the career development of personnel in which they tend to believe it is