

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL  
COMMITMENT AND JOB PERFORMANCE AMONG  
PUBLIC EMPLOYEES AT PEJABAT TANAH DAN  
GALIAN SELANGOR**

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**AUTHOR'S DECLARATION**

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“DECLARATION OF ORIGINAL WORK”

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- 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.
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## **ABSTRACT**

The objective of this study is to examine the relationship between Organizational Commitment and Job Performance of employees with lower management and middle management staff working in Pejabat Tanah dan Galian, Selangor. It is hypothesized that organizational commitment has a positive influence on job performance. The data collection method in this study using questionnaire survey which been distributed to all 103 staff at Pejabat Tanah dan Galian, Selangor. Results were analyzed with correlation by using Statistical Package for Social Sciences (SPSS) version 23.0. The outcome of this findings shows that organizational commitment has significant relationships with job performance. The study also presents recommendation for future research

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## **CHAPTER 1**

### **INTRODUCTION**

This chapter provides the introduction of this study that includes sections such as background of the study, statement of the problem, research objectives and significance of the study. At the end of this chapter, the definition of terms is also provided. This chapter measures the relationship between organizational commitment and job performance among the employees working at Pejabat Tanah dan Galian Selangor.

#### **Background of Study**

The Malaysian Government is continuously implementing The Transformation Policy (NTP) in formulating and developing the Eleventh Malaysia Plan. Therefore, Malaysians are struggling to achieve the National Transformation Policy towards becoming a developed nation by 2020 as set out in Command Paper 23 of 2015. Therefore, all parties should work together in achieving the goals.

Our society needs to understand and be aware that the 11<sup>th</sup> Malaysian Plan is the “final leg” before we enter the arena of developed nation. This means that we need to work hard to achieve the National Transformation Policy by 2020 as well as to have the mind sets that reflect the people of a developed nation. (Razak, 2015) In order to achieve that, it is time for Malaysia to focus more on organizational commitment among