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UNIVERSITI
TEKNOLOGI
MARA

**UNIVERSITI TEKNOLOGI MARA
NEGERI SEMBILAN BRANCH**

**JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT DURING
COVID-19 AMONG NATIONAL SPORTS INSTITUTE OF MALAYSIA'S
EMPLOYEES**

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FEBRUARY 2022

AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulation of Universiti Teknologi MARA. It is original, and the result fully on my own work, unless indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution for any degree or qualification.

I, hereby acknowledge that I have been supplied with the Academic Rules and Regulation for Under Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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ABSTRACT

Job satisfaction is the determinant of people's behaviour towards their job. People nowadays searching for a job that can give them satisfaction to lead them to a good performance and achievements. There are many things than can affect when one's expectations and wishes are derived from this, which one of it is organizational commitment. This study have been conducted to determine the relationship between job satisfaction and organizational commitment during Covid-19 among National Sports Institutes of Malaysia's employees. Quantitative analysis was used to a total of 206 respondents that answered the questionnaire via online Google Form. The questionnaire was adopted from Norizan Ismail (2012) to evaluate both job satisfaction and organizational commitment among the employees. Descriptive analysis and Pearson correlation was used to measure the data obtained to meet the objectives of this research. Job satisfaction shows good outcome ($M = 4.65$), proves that employees of National Sports Institute of Malaysia have positive emotional response towards their work. Meanwhile, all three dimensions of organizational commitment also scores high in the means score, affective commitment ($M = 4.49$), continuous commitment ($M = 4.54$) and normative commitment ($M = 4.38$). The findings indicates that there is a significant relationship between job satisfaction and organizational commitment ($r = .724, p < 0.05$). Furthermore, it is crucial to ensure that job satisfaction and organization commitment highly influenced each other to produce more benefits towards the organization and also to the employees themselves. The results of this study could provide sense of awareness and understanding the behaviour of employees in their own organization. Ultimately, more further studies need to be made that include various organizations to be involved in the study in order to gain wider point of view on job satisfaction and organizational commitment.

Keywords: Job Satisfaction, Organizational Commitment, Employees

ACKNOWLEDGMENTS

First of all, I am very grateful to Allah s.w.t. for giving me the strength and ease my journey in completing this research project. I also would like to express my special thanks of gratitude to a handful of people that help me go through this project. I have been poured with great advice, full of support and guidance from my research advisor, Miss Aishah Nadirah Bt Mohamed Alauddin that trusted my abilities to complete this project successfully. I am so lucky to have amazing advisor to lead me to become a better student.

I would also like to thanks to my parents as they showed me a lot of support and give me great advice to be a responsible student throughout my time in finishing my studies. Their encouragement of words and actions has always been my motivation to work harder and achieve success.

I also appreciate the cooperation from National Sports Institute of Malaysia's employees so much in helping me to complete this project. Lastly, thank you to all my friend that help me directly and indirectly to complete this research project.

Thank you.

TABLE OF CONTENTS

LETTER OF TRANSMITTAL	i
AUTHOR'S DECLARATION	ii
ABSTRACT	iii
ACKNOWLEDGMENTS	iv
TABLE OF CONTENTS	v
LIST OF TABLES AND DIAGRAM	vii
LIST OF SYMBOLS	viii
LIST OF ABBREVIATIONS	ix
CHAPTER 1 : INTRODUCTION	1
1.1 Background of The Study	1
1.2 Statement of The Problem	2
1.3 Research Questions	3
1.4 Research Objectives	4
1.5 Research Hypotheses	4
1.6 Significance of The Study	4
1.7 Delimitations	5
1.8 Limitations	5
1.9 Definition of Terms	6
1.9.1 Job Satisfaction	6
1.9.2 Organizational Commitment	6
1.9.3 Employees	6
CHAPTER 2 : LITERATURE REVIEW	7
2.1 Introduction	7
2.2 Job Satisfaction	7
2.3 Organizational Commitment	9
2.4 Relationship Between Job Satisfaction and Organizational Commitment	11
2.5 Conceptual Framework	12
2.6 Summary	12
CHAPTER 3 : RESEARCH METHODOLOGY	13
3.1 Introduction	13
3.2 Research Design	13