



اَوْنِوَرِ سَيِّدِي تَيْكُونُ لَوْ كِي مَارَا  
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**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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## 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

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