

THE RELATIONSHIP BETWEEN CAREER GROWTH
AND ORGANIZATIONAL COMMITMENT AMONG
EMPLOYEES AT *PEJABAT DAERAH SAMARAHAN*,
SARAWAK

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ABSTRACT

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 conducted at *Pejabat Daerah Samarahan*, located in Kota Samarahan, Sarawak. There were 100 questionnaires distributed to 86 respondents and based on the results of 86 respondents, there was a positive correlation coefficient between career growth factors and organizational commitment. There are positive, high and significant relationship between career goal progress and organizational commitment ($r=.604^{**}$, $p>0.01$), professional ability development and organizational commitment ($r=.524^{**}$, $p>0.01$), promotion speed and organizational commitment ($r=.601^{**}$, $p>0.01$), and remuneration growth and organizational commitment ($r=.531^{**}$, $p>0.01$). The positive correlation coefficient indicates that an increase in career growth led to increase in organizational commitment thus indicates employees at this organization are aware of their own long term career plan.

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CHAPTER 1

INTRODUCTION

This chapter outlines the background of the study that provide a better understanding on the connection between career growth and organisational commitment that leads to the problem statement in this study. This chapter highlights the research objective that this study aims to accomplish at the end of this research and with the research questions, they act as the main focus in the finding of the results. Moreover, the significance of the study and the limitation of the study that affect the process of this study are 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 in their job choice decision. As stated by Hu, Weng, and Yang (2008) it is 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 as normal, but job mobility and career change are becoming increasingly more common Qingxiong Weng and McElroy (2010). In this regard, many people have taken the decision to leave the organization they were working simply for a new working organization that is more concern with their career development in which they tend to believe it is a more effective performance