

THE RELATIONSHIP BETWEEN CAREER GROWTH
AND ORGANIZATIONAL COMMITMENT IN THE
MINISTRY OF WELFARE, COMMUNITY WELL-BEING,
WOMEN, FAMILY AND CHILDHOOD DEVELOPMENT
(KWKPK)

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AUTHOR'S DECLARATION



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ABSTRACT

The title of this study is the relationship between career growth and organizational commitment. The purpose of this study is to investigate the relationship between the four aspects of career growth named career goal progress, professional ability development, promotion speed and remuneration growth with organizational commitment. This study was conducted at The Ministry of Welfare, Community Well-Being, Women, Family and Childhood Development (KWKPK). The total numbers of questionnaires distributed were 100 and only 96 questionnaires were returned. However, only 90 usable were usable from the 96 questionnaires to be analysed by the researcher. The result for career goal progress is strong, positive and significant ($r=.645^{**}$, $p>0.01$), professional ability development ($r=.540^{**}$, $p>0.01$), and promotion speed ($r=.629^{**}$, $p>0.01$). Meanwhile, the result for remuneration growth is moderate, positive and significant ($r=.312^{**}$) ($p>0.01$). The outcome of this this study is there is a positive and significant relationship between career growth and organizational commitment.

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CHAPTER 1

This chapter outlines background of the study provides a better understanding of the connection between career growth and organisational commitment that leads to the problem statement that we are need to emphasize in our study. As stated, this chapter highlights the research objective that we aim to accomplished 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 affected 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 (Weng & McElroy, 2010). From this statement, it is found 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 a more effective performance management. In this regard, Savickas (2011) stated that an individual's career rested in the hands of an organization where it is meant that employee who