

THE RELATIONSHIP BETWEEN CAREER GROWTH AND  
ORGANIZATIONAL COMMITMENT AMONG EMPLOYEES IN  
LEMBAGA HASIL DALAM NEGERI (LHDN) SARAWAK

MUHAMMAD SAFWAN SAIFULLAH BIN OTHMAN  
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)  
FACULTY OF OFFICE MANAGEMENT AND TECHNOLOGY

DECEMBER 2018

THE RELATIONSHIP BETWEEN CAREER GROWTH AND  
ORGANIZATIONAL COMMITMENT AMONG EMPLOYEES IN  
LEMBAGA HASIL DALAM NEGERI (LHDN) SARAWAK

Prepared for:

PUAN NOOR SHIMA BINTI ANTONY (Supervisor)  
PUAN JACINTA YEO JIIN YIH (Co-supervisor)

Prepared by:

MUHAMMAD SAFWAN SAIFULLAH BIN OTHMAN  
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)  
FACULTY OF OFFICE MANAGEMENT AND TECHNOLOGY

DECEMBER 2018

## **AUTHOR DECLARATION**



### **BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)**

#### **FACULTY OF BUSINESS MANAGEMENT**

#### **“DECLARATION OF ORIGINAL WORK”**

I am, Muhammad Safwan Saifullah Bin Othman (I/C: 951008-13-5211)

Hereby, declare that:

- 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.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

**Signature:**

**Date:**

## ABSTRACT

The title of this study is the relationship between career growth and organizational commitment among employees. 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 done at Lembaga Hasil Dalam Negeri (LHDN) Sarawak, located in Kuching, Sarawak. The outcome of this study is there is a significant positive relationship between career growth and organizational commitment. There are positive, moderate and significant relationship between career goal progress and organizational commitment ( $r=.488^{**}$ ) ( $p>0.01$ ), professional ability development and organizational commitment ( $r=.594^{**}$ ) ( $p>0.01$ ), promotion speed and organizational commitment ( $r=.393^{**}$ ) ( $p>0.01$ ), and remuneration growth and organizational commitment ( $r=.533^{**}$ ) ( $p>0.01$ ). The positive correlation coefficient indicates that an increase in career growth led to increase in organizational commitment.

## TABLE OF CONTENT

AUTHOR DECLARATION.....	ii
ABSTRACT.....	iii
ACKNOWLEDGEMENT.....	iv
CHAPTER 1.....	1
Background of the Study .....	1
Statement of Problem.....	3
Research Objective .....	4
Research Questions.....	4
Significance of the Study .....	4
Limitation of the Study .....	5
Definition of Terms .....	5
CHAPTER 2.....	7
LITERATURE REVIEW .....	7
Career Growth .....	7
Career Goal Progress.....	8
Professional Ability Development.....	9
Promotion Speed .....	9
Remuneration Growth.....	10
Organizational Commitment.....	10
Career Growth and Organizational Commitment.....	11
Conceptual Framework.....	12
CHAPTER 3.....	13
METHODOLOGY .....	13