



**FACTORS AFFECTING ORGANIZATIONAL COMMITMENT AMONG STAFF  
AT  
EXZONE PRECISION ENGINEERING SDN. BHD.  
SUNGAI PETANI, KEDAH**

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**“DECLARATION OF ORIGINAL WORK”**

I, **FARHANA BINTI FADZILAH**, (I/C Number : **940410-02-5148**)

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

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## **ABSTRACT**

Organizational commitment is the issue that exist commonly in a Private Sector in Malaysia. An employee not punctual in come at work, come late at work and forget to thumb print for their attendance was the problem face by Exzone Precision Engineering Sdn. Bhd. There is need further research of the organizational commitment in order to make the employees show their loyalty to an organization. In outcome, the employees will stay longer in an organization and quality of work will improve.

The empirical study attempts to predict the factors of employee engagement, work environment, organizational learning and supervisor support on organizational commitment. A quantitative method was used for this research and collect 66 respondents from Exzone Precision Engineering Sdn. Bhd., Sungai Petani, Kedah which are committed to the organization.

The result of the multiple regression analysis has shown that employee engagement and organizational learning have significant effect whereas work environment and supervisor support have insignificant effect on organizational commitment for this company

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