

Title of the Study

**The Importance of Locus of Control and Its Association with
Organizational Commitment: A Case Study at Shah Alam City
Council (MBSA)**

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Abstract

Employees in an organization would normally possess a certain level of organization commitment for their organization, in the sense that how their organization commitments are would affect their performance in the organization. In this project, we are studying about MBSA employees on the importance of Locus of Control and Its association with organizational commitment. In relation to these two variables which are locus of control and organizational commitment, we are also looking at the moderating variable that is demographic background, on whether this variable has any moderating effect to the relationship of organizational commitment and locus of control. The objectives of this study are: To determine whether there is an association between and employees' gender, age, race, education background, status, income and department with locus of control. Secondly, to identify whether employees with internal locus of control are more committed to their organization. And third, to determine whether employees with different demographic background namely gender, age, race, education background, status, income and department has any influence toward their organizational commitment. From the finding we found that, it explained that importance of locus of control and its associations with organization commitment has the strong relation between each others. The study indicates that the association between employees' demographic backgrounds such as race, educational level, department and income toward their locus of control has some significant. Moreover, we also identified that the employees with internal locus of control have the high commitment toward their organization rather than employees which have external locus of control. Additionally, we found that the differences in employees' demographic background have no influence with employees.

Table of contents

Title	Page
Declaration	i
Acknowledgement	ii
Abstract	iii
Table of contents	iv
Chapter 1: Introduction	
1.1 Introduction	1
1.2 Problem statement	5
1.3 Research question	7
1.4 Research objective	7
1.5 Scope of the study	8
1.6 Significance of the study	9
1.7 Definition of term	11
Chapter 2: Literature Review and Conceptual Framework	
2.1 Literature review	15
2.2 Conceptual framework	22
2.3 Hypothesis	24
Chapter 3: Research Method	
3.1 Research design	25
3.2 Sample size	25
3.3 Sampling technique	26
3.4 Unit analysis	27
3.5 Measurement	27

3.6	Data Collection	28
3.7	Data analysis	29
Chapter 4 Findings		
4.1	Respondents Profile	30
4.2	Findings by objectives/hypothesis testing	35
4.3	Summary	50
Chapter 5 Conclusion		
5.1	Introduction	51
5.2	Implication	51
5.3	Recommendation	53
5.4	Conclusion	56
5.5	Qualification/ Caveat	57
References		
Appendix		
List of Table		
List of Figures		