



**Faculty of Administrative Science
& Policy Studies
Universiti Teknologi MARA**

Bachelor of Administrative Science

Title of Proposal

**A STUDY ON EMPLOYEES' COMMITMENT AT
MALAYSIAN PALM OIL BOARD SANDAKAN**

Name of Student

Nor Alina Atika Binti Useh (2012750269)

Fareeza Binti Abdul Firoz (2012715243)

JANUARY 2016

Acknowledgement

Thanks God because we able to complete this study within a given time period. Here also we want to thank to the following people, who's without their support and advise this project paper cannot be complete.

First of all, we would like to thank to our advisor Miss Farhana Binti Yaakub for her advice and guidance in helping us to finished our project and also openhanded with her time.

Second, special thanks for Malaysian Palm Oil Board Sandakan for all the cooperation by helping us collecting data about their staff perceptions towards organizational commitment.

Special thanks go to our family and our fellow friends for their patience, encouragement, understanding and inspiration that had been given to us. Helping us in term of mental and physical also benefited to us to finish our project paper.

Table of contents

Chapter 1: Introduction

1.1	Introduction	1
1.2	Problem statement	2
1.3	Research objectives	3
1.4	Scope of the study	3
1.5	Significance of the study	5
1.6	Definition of terms/concepts	5

Chapter 2: Literature Review & Conceptual Framework

2.1	Literature review	6
2.2	Conceptual framework	14

Chapter 3: Research Method

3.1	Research design	15
3.2	Unit of analysis	15
3.3	Sample size	15
3.4	Sampling technique	16
3.5	Measurement/Instrumentation	16
3.6	Data collection	16
3.7	Data analysis	17

Chapter 4: Findings and Analysis

4.1	Introduction	18
4.2	Profile of the Respondent	18
4.3	Frequency, Mean, Standard Deviation and Variance	21
4.4	Findings from the Objective 1	25
4.5	Findings from the Objective 2	26

Chapter 5: Discussion and Conclusion

5.1	Objective 1	27
5.2	Objective 2	29
5.3	Implications	33
5.4	Limitations	33
5.5	Recommendations	34
5.6	Conclusions	35

References	37
------------	----

Appendix A [Questionnaire]	39
----------------------------	----

Appendix B	46
------------	----

CHAPTER 1

INTRODUCTION

1.1 Introduction

Malaysia Palm Oil Board (MPOB or LMSM) is the body that is responsible for planning, researching and developing palm oil industry and palm oil plantations in this country. MPOB are under that jurisdiction of the Ministry of Plantation Industries and Commodities. Malaysia Palm Oil Board established on 1 May 2000 the combined result Palm Oil Research Institute of Malaysian (PORIM) by Palm Oil Registration and Licensing Authority (PORLA). PORIM were created within early year 1979 below the Ministry of Primary Industry for devise and carrying out the examination associated with palm grease. PORLA on the other hand engaged in the marketing effort and palm oil guard.

MPOB's Head Office is located at the Bandar Baru Bangi. Then the Licensing & Enforcement Division and Economics & Industry Development Division was centered in the Wisma Sawit at the Kelana Jaya Selangor. Meanwhile, the MPOB's Director General is the Datuk Dr. Choo Yuen May. This body has two types of employment status of workers which are permanent status and the status of contract workers. For the status of contract workers can be divided into two types of contract which are the "Board Contract" and the "NKEA's Contract". Board Contract is the contract under the Malaysian Palm Oil Board then the NKEA's Contract is the contract under the National Key Economic Area means that under the government project that based on the provided budget.

The MPOB – Sandakan Port Station was started to operate in the year of 1989. There was 17 staff that on duty in the office. These 17 workers include the permanent and contract staff.