



**A STUDY OF RELATIONSHIP BETWEEN ORGANIZATIONAL REWARDS
AND EMPLOYEE COMMITMENT AMONG EMPLOYEES OF CRYOCORD
SDN BHD**

SALINA BINTI ABD MUTALIP

2012804116

**BACHELOR OF BUSINESS ADMINISTRATION WITH
HONOUR (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

JANUARY 2015

LETTER OF TRANSMITTAL

6th January 2015

Program Coordinator
Human Resource Management
Faculty of Business Management
University Technology Mara,
Malacca City Campus
75300, Melaka

Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled **“A STUDY OF RELATIONSHIP BETWEEN ORGANIZATIONAL REWARDS AND AFFECTIVE COMMITMENT AMONG EMPLOYEES OF CRYOCORD SDN BHD”** to fulfill the requirement as needed by the Faculty of Business Management, University Technology Mara.

Thank you.

Yours Sincerely,

Salina binti Abd Mutalip
(SALINA BINTI ABD MUTALIP)

2012804116

BBA (hons.) Human Resource Management

TABLE OF CONTENTS

CONTENT	PAGE
TITTLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES	vi
LIST OF FIGURES	vii
LIST OF ABBREVIATIONS	viii
ABSTRACT	ix
CHAPTER 1: INTRODUCTION	
1.1 Introduction	1
1.2 Background of CryoCord Sdn Bhd	2
1.3 Problem Statement	6
1.4 Research Question	8
1.5 Research Objective	8
1.6 Scope of the Study	9
1.7 Limitation of the Study	9
1.8 Significance of Study	9
1.9 Conceptual Definition	10
1.10 Conclusions	12

ABSTRACT

This study intends to see the role of Organizational Rewards towards affective commitment. Four objectives have been set in order to achieve the purpose of this studies. The first objective is to determine the level of Organizational rewards. The second objective is to determine the level of affective commitment. The third objective is to identify the relationship between organizational rewards and affective commitment, and fourth is to determine which among three types of organizational rewards such as pay satisfaction, autonomy, and satisfaction with supervision are most contribute to the affective commitment. Hence, in order to achieve this objective, a quantitative method was employed and data were collected by distributing 73 questionnaires to all employees at CryoCord Sdn Bhd. The data were analyzed using Inference Analysis, Descriptive Analysis, Pearson Correlation Analysis and Regression Analysis. The result showed that there is weak but definite level of Organizational Rewards and affective commitment exists in the organization. The result has revealed there is significance relationship between satisfaction with supervision and affective commitment. The results also shows that satisfaction with supervision is the factor most contributed to the affective commitment. The results also appear that there is almost negligent relationship between autonomy and pay satisfaction towards affective commitment. In conclusions, it showed that satisfactions with supervision are big motivator to influence affective commitment among employees in organization and also motivated them to stay in organization for long term.

ACKNOWLEDGEMENTS

Bimillahirrahmanirrahim,

First and foremost, I would like to express my deepest gratitude to Allah S.W.T who makes all things possible and give me the desired, ability, opportunity and the motivation to complete this project paper.

I also would like to acknowledge my industrial training advisor Madam Suraya Hamimi binti Mastor for her undivided attention and all the time she spends for her guidance, valuable comments, advises views, and attention to me upon completion of this project paper. Without her perseverance, helps and patience, this project paper would not be completed.

Nevertheless I would also like to extend my special thanks to CryoCord Sdn Bhd staff for all the cooperation and commitment given to me upon conducting this research study, especially to staff of Administration Department who help me a lot in doing this research study.

I would also like to thank my training supervisors, Madam Fadhlina binti Ali for giving me the chance to undergo this industrial training for the period of 4 months beginning from early August 2014. All the knowledge, advice and support given to me for the whole period of 4 months is very valuable to me to complete this research project as it would help me for future use.

Last but not least, thanks to my families, classmates, lecturers and all other individual who participates upon completion to this report either directly or indirectly.

Thank You.