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# ACROSS BORDERS

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AN OVERVIEW OF ISSUES IN  
MANAGEMENT & BUSINESS / SCIENCE & TECHNOLOGY  
/ SOCIAL SCIENCE & HUMANITIES  
2009-2011

## PROJECT TEAM

Dr. Roaimah Hj. Omar  
Dr. David Loh Er Fu  
Nor Raihan Abu Bakar  
Siti Zuraina Gafar@Abd Ghaffar  
Muhamad Hanapi Khamis  
Siti Nurshahidah Sah Allam

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**Division of Research, Industrial Linkages & Alumni  
Universiti Teknologi MARA  
Cawangan Melaka**

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# PREFACE

Across Borders is designed for use in knowledge development in various disciplines. It is written to accommodate the interest of academicians and industry. The compilation of research abstracts from different fields provides valuable information to assist the expansion of knowledge and development. It also serves as a reference for Universiti Teknologi MARA (UiTM) Melaka Campus and the Division of Research, Industrial Linkages & Alumni.

The compilation of proceeding abstracts includes 83 research abstracts that are divided into 3 sections according to their respective disciplines; Management and Business, Science and Technology, and Social Science and Humanities.

It is hoped that this book would inspire its readers to undertake further research in the specific fields or disciplines.

# **ACKNOWLEDGEMENT**

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We would like to sincerely thank all our friends, colleagues, and acquaintances for their roles, direct and indirect contributions and invaluable support in the compilation of the 83 proceeding abstracts.

## **RELATIONSHIP BETWEEN PERCEIVED SUPERVISOR SUPPORT (PSS) AND ORGANIZATIONAL COMMITMENT (OC) AMONG ACADEMICIANS IN UiTM MALACCA**

Nani Shuhada Binti Sehat  
Siti Rohana Daud  
Mazida binti Ismail

### **ABSTRACT**

Academicians play a vital role in a learning institution, therefore in order to maintain the number of academicians, the support of the supervisor is very crucial to maintain the commitment of academicians especially in higher learning institution. The purpose of this study is to examine the relationship between perceived supervisor support (PSS) and organizational commitment (OC) and to determine which types of organizational commitment namely affective commitment (AFFOC), normative commitment (NORMOC) and continuance commitment (CONTOC) was most influenced by PSS among academicians in UiTM Malacca. The questionnaires were distributed randomly to 200 academicians in UiTM Malacca but only 119 were returnable, completed and useful. Data from 119 academicians were analyzed using Statistical Package for Social Science (SPSS). The Pearson Correlation test was used to test the relationship between PSS and all three OC. A regression analysis was used to determine which type of the three OC was most influenced by PSS among academicians in UiTM Malacca. All variables are proven reliable after going through reliability test. The findings suggest that PSS has positive relationship with AFFOC, CONTOC and NORMOC but only AFFOC and NORMOC have significant relationship with PSS. Meanwhile, all the three OC were influenced by PSS among respondents in UiTM Malacca. It concludes that organizational commitment of all of the academicians in UiTM Malacca is very much dependent in perceived supervisor support that they receive.

### **KEYWORDS**

Perceived supervisor support, organizational commitment, affective commitment, continuance commitment, normative commitment, academicians, UiTM Malacca.