



THE IMPACT OF EMPLOYEES' COMMITMENT TOWARDS ORGANIZATIONAL
PERFORMANCE IN MATRADE

SYAHIRAH BINTI MOHD SHAH

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BACHELOR OF BUSINESS ADMINISTRATION

WITH HONOURS (INTERNATIONAL BUSINESS)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

CAWANGAN MELAKA KAMPUS BANDARAYA MELAKA

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ABSTRACT

This study is conducted at Malaysia External Trade and Development Corporation (MATRADE) in Kuala Lumpur. The main objective of this project paper is to identify the impact of employee's commitment towards organizational performance in MATRADE. The independent variable of this study consists of three dimensions which are affective commitment, normative commitment and continuance commitment. The dependent variable of this study is organizational performance.

The researcher has adopted the descriptive research on the issue. Then the researcher's sampling design in probability sampling which is purposive sampling with the number of population is 104. The data is gathered by collecting questionnaire from the 86 numbers of respondents. The analysis consists of the composite reliability, demographic analysis, correlation analysis and multiple regression analysis.

Based on the findings, the result shows that the hypothesis testing display only affective commitment and continuance commitment are accepted, while the normative commitment is rejected. In conclusion, it shows that employees of affective commitment and continuance commitment give impact to organizational performance.