

UNIVERSITI TEKNOLOGI MARA

**THE EFFECTS OF
ORGANIZATIONAL CHANGE ON
EMPLOYEES' COMMITMENT: A
CASE STUDY AT PERBADANAN
KEMAJUAN EKONOMI ISLAM
NEGERI PERAK SDN. BHD. (PSB)**

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ABSTRACT

Positive organizational change is crucial to bring organization to higher level of performance, but the change will not be successful without having committed employees to cooperate with the differences brought by change. The aim of the study is to measure whether change frequency, personal job impact, fit with vision suitability, information acceptance and work relationship with manager influence commitment to change as mentioned in previous literatures. It is also important for researcher to find out the level of employees' commitment towards change in the understudied company. An applied business research on a government linked-turned to private company, Perbadanan Kemajuan Ekonomi Islam Negeri Perak Sdn. Bhd. (PSB) was conducted to identify the factors of employees' commitment towards organizational change. A quantitative method was employed to find the factors that affect the employees' commitment towards change of an organization. The data were gathered from the employees of the understudied companies where 85.2% employees responded to the given research questionnaire. Descriptive, inferential and regression analysis was applied to understand the connection between the studied variables. Only one hypotheses is rejected which shows the contribution of several factors toward commitment of employees to change. The discussion on findings and recommendation for future research and the company are presented in the final chapter.

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