



EXAMINING THE RELATIONSHIP BETWEEN ORGANIZATION COMMITMENT AND
JOB PERFORMANCE AMONG STAFF AT UITM CAWANGAN MELAKA KAMPUS
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IN THE NAME OF ALLAH, “THE MOST GRACIOUS, THE MOST COMPASSIONATE
AND THE MOST MERCIFUL”

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ABSTRACT

This study is to investigate the relationship between organizational commitment and job performance among staff at UiTM cawangan Melaka Kampus Bandaraya Melaka. Four objectives have been determined in order to achieve the purpose of this study. First is to investigate the relationship between organizational commitment and job performance among the staff. Second objective is to investigate the relationship between affective commitment and job performance UiTM Cawangan Melaka Kampus Bandaraya Melaka's employees. Third, to investigate the relationship between continual commitment and job performance. Fourth, to identify the relationship between normative commitment and job performance among the staff at Uitm Cawangan Melaka Kampus Bandaraya Melaka. The population of this study consists of 214 employees from UiTM Cawangan Melaka Kampus Bandaraya Melaka of organization, while the sample consists of 92 respondents. The questionnaires designed based on three independent variables that are expected to affect employees's performance which are affective commitment, continual commitment and normative commitment. To analyses the data, descriptive, correlation, and regression analyses was used. Hence, the results from this study reveal that there is a positive relationship between three independent variables which are affective commitment, continual commitment and normative commitment towards job performance 'performance. The sample of this study only limited to the employee that are working in UiTM Cawangan Melaka Kampus Bandaraya Melaka.

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