



**DETERMINANTS INFLUENCING ORGANISATIONAL COMMITMENT AT JAKEL
DEVELOPMENT KUALA LUMPUR**

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TABLE OF CONTENTS

	Page
TITLE PAGE	I
DECLARATION OF ORIGINAL WORK	II
LETTER OF SUBMISSION	III
ACKNOWLEDGEMENT	IV
TABLE OF CONTENTS	V - VII
LIST OF FIGURES	VIII
LIST OF TABLES	IX - X
ABSTRACT	XI
CHAPTER 1: INTRODUCTION	
1.0 Introduction	1
1.2 Background of Study	1 - 3
1.2 Problem Statement	3 - 6
1.3 Research Questions	6
1.4 Research Objectives	6 - 7
1.5 Scope of Study	7
1.6 Significance of Study	8
1.6.1 To the Researchers	8
1.6.2 To the Organisation	8
1.7 Definition of Terms	9
1.7.1 Organisational Commitment	9
1.7.2 Perceived organisational support	9
1.7.3 Work environment	9
1.7.4 Job Satisfaction	10
1.7.5 Motivating language of leaders	10
1.8 Summary	10
CHAPTER 2: LITERATURE REVIEW	
2.0 Introduction	11
2.1 Organisational Commitment	11 - 12
2.2 Perceived organizational support	13 - 14
2.3 Work environment	14 - 16

2.4 Job satisfaction	16 - 17
2.5 Motivating language of leaders	17 - 19
2.6 Theoretical Framework	20
2.7 Hypothesis	19 - 21
2.8 Summary	21

CHAPTER 3: RESEARCH METHODOLOGY

3.0 Introduction	22
3.1 Research Design	22
3.1.1 Type of Investigation	22
3.1.2 Study Setting	23
3.1.3 Time Horizon	23
3.1.4 Extent of Researcher Interference	23
3.1.5 Unit of Analysis	24
3.1.6 Research Strategies	24
3.2 Sampling Design	24
3.2.1 Population	25
3.2.2 Sample Size	25
3.2.3 Sampling Frame	25
3.2.4 Sampling Techniques	25
3.3 Data Collection Method	26
3.4 Questionnaire	26 – 28
3.5 Data Analysis	29
3.5.1 Reliability Test	29
3.5.2 Descriptive Analysis	30
3.5.3 Pearson Correlation	30 - 31
3.5.4 Multiple Regression	31
3.6 Summary	31

CHAPTER 4: FINDINGS AND ANALYSIS

4.0 Introduction	32
4.1 Findings and Analysis	30
4.1.1 Demographic of the Respondents	32 - 36
4.1.2 Descriptive Analysis	37
4.1.2.1 Mean for Organisational Commitment at Jakel	37 - 38

ABSTRACT

Commitment is vital to the productivity, quality and good performance of an organization. Organizational commitment measures the strength of the feeling of responsibility that an employee has towards the mission of the organisation. Existing literature provides evidence that the study of human behaviour in organisations has outlined important variables that impact on performance of employees. The main objective of this research was to investigate the determinants that influencing organizational commitment at Jakel Development Kuala Lumpur. The research reviewed several theories of perceived organizational support, work environment, job satisfaction and motivating language of leaders as possible avenues towards a framework of understanding what determinants influencing organizational commitment at Jakel Development Kuala Lumpur. A convenience sampling technique was used to select a sample of 103 respondents from a target population of 140 employees. Questionnaires were used to collect primary data while secondary data was collected through document review. Data analysis was carried out using quantitative technique with the aid of Statistical Package Social Science (SPSS) version 23 while figures, table and charts were used for data presentation. The research found that from that four independent variables assessed in the study, all of them have shown a significant relationship which is perceived organizational support, work environment, job satisfaction and motivating language of leaders towards organizational commitment at Jakel Development Kuala Lumpur. Regarding the findings, it can be concluded that the respondents highly agreed that perceived organizational support, work environment, job satisfaction and motivating language of leaders influenced organizational commitment at Jakel Development Kuala Lumpur.

Keywords

Organisational commitment at Jakel Development Kuala Lumpur, perceived organizational support, work environment, job satisfaction and motivating language of leaders.