



**FACTORS INFLUENCE EMPLOYEE COMMITMENT
AT JABATAN KETUA MENTERI MELAKA**

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ABSTRACT

All successful organization today would not be able to experience the success without their committed employees in carrying out their duties. To ensure sustainability of the organization, employee commitment was considered as a critical success factor for the organizations. Commitment levels of employees were important for organizations, since committed workers contribute to effectiveness and long-term success of the organizations. As commitment was one of the measuring rods for employee loyalty and organization success, purpose of this research is to identify the factors that influence employee commitment at Jabatan Ketua Menteri Melaka (JKMM). An independent variables selected for this research are “rewards and benefits”, “career development”, “training and development opportunities” and “management styles” while “employee commitment” as dependent variable. A stratified sampling technique was used to get a sample of 200 employees from the total population 731 employees. The data obtained was processed using the Statistical Package for Social Sciences (SPSS) Version 20 and was analysed using reliability test, frequency distribution, descriptive analysis, Pearson’s Correlation Coefficient and multiple regression analysis. Results indicated that from four independent variable assessed in this study, three independent variables have shown a significant relationship. Based on p-value 0.05, “career development”, “training and development opportunities” and “management styles” shows a significant result. While “rewards and benefits” was not. The study recommended that JKMM should implement those three variables that have significant values in order to gain their employee commitment in performing their task. Besides, most of the respondents suggest that good working environment and teamwork factors also helped them to perform well for JKMM.