

**A STUDY ON FACTORS AFFECTING ORGANIZATIONAL COMMITMENT AT
LEMBAGA PERTUBUHAN PELADANG MELAKA**

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ABSTRACT

The idea of this study is to find out factors that affect employees to be more committed towards their organization among staffs at Lembaga Pertubuhan Peladang Melaka (LPP). Five objectives of this study have been identified. Firstly is to identify the relationship between amount of work load and organizational commitment. Secondly is to identify the relationship between emotional exhaustion and organizational commitment. Thirdly is to identify the relationship between physical and organizational commitment. Next, is to identify the relationship between vulnerability and organizational commitment. Lastly is to identify the most factor that affecting organizational commitment.

This study involved 86 staffs from Lembaga Pertubuhan Peladang Melaka (LPP) as the population and 70 respondents as the sample. 70 set of questionnaires were distributed to collect the data survey and all the 70 set of questionnaires were managed to be returned back by the respondents. This study used descriptive, correlation and regression analysis to analyse the data. From the correlation analysis results, it revealed that only three of the independent variables which are the amount of work load, emotional exhaustion, and vulnerability have significant positive relationship while independent variable for physical has resulted as not significant. Whilst the dependent variable; organizational commitment have the significant positive relationship. In other hand, the regression analysis found out that amount of work load have most influenced to the organization commitment. Last but not least, the Model Summary analyzed that all the independent variables have influenced the dependent variable of organizational commitment by 38%.