

Differences between job satisfaction, organisational commitment and gender

Abstract

This paper aims to examine whether significant differences exist between the two genders in term of employees' job satisfaction and organisational commitment. Gender plays an important role in creating individual attitudes pertaining to the workplace and in interpreting the meaning of these attitudes. Survey data was gathered from 112 employees in Labuan. A t-test mean comparison results showed that both male and female employees in Labuan have the same level of perception of job satisfaction and different level of organisational commitment. Implications and recommendations were also discussed.