

**THE RELATIONSHIP BETWEEN TRAINING AND
ORGANISATIONAL COMMITMENT AMONG
EMPLOYEES IN MAJOR UTILITY
COMPANIES IN SABAH**

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ABSTRACT

THE RELATIONSHIP BETWEEN TRAINING AND ORGANISATIONAL COMMITMENT AMONG EMPLOYEES IN MAJOR UTILITY COMPANIES IN SABAH

The investigation of the relationship between training and organisational commitment is becoming an interesting phenomenon. This research examines the relationship between four training variables (availability of training, support for training, willingness to learn and relevancy of training) and various components of organisational commitment (affective, continuance and normative commitment) among employees in major utility companies in Sabah. There are significant positive correlation between the training variables and organisational commitment. The study also investigates whether significant mean differences exist among the demographic groups in relation to various organisational commitment. The result also shows that there are significant mean differences among the age, level of education and job tenure group. However, the mean differences were not significant for gender. In testing the moderating effects of the demographic factors, only age has the moderating effect on the relationship between training and organisational commitment. Thus, the overall findings indicate that training contributes to organisational commitment and the demographic factors do not have the moderating effect except age moderates the relationship between training and organisational commitment.