

**A STUDY ON THE EFFECT OF PSYCHOLOGICAL EMPOWERMENT
TOWARDS ORGANIZATIONAL COMMITMENT IN POLYTECHNIC
KOTA KINABALU, SABAH.**

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ABSTRACT

This research project is meant to study the effect of psychological empowerment among staff in Polytechnic Kota Kinabalu on how they will response to the organizational commitment in doing their work. Based on the previous researchers, the concept of commitment towards organization is the employee's psychological attachment to the organization which indirectly allows employees to be responsible and in charge of what they are doing concerning to their routine work. A study on roles, norms and values within an organization which caused psychological empowerment to exist can be use to direct and structure individual's activities in relation to the objective of work done (Tannenbaum, 1966). There will be two models applied for the research study inclusive the theory of Psychological Empowerment by Thomas and Velthouse (1990) undertakings the elements of meaning, competence, self-determination and impact. While the second one is the theory of organizational commitment being conceptualized by Allen and Meyer (1991) undertakings three elements of commitments namely affective, continuance and normative. The findings in the research study will be discussed through statistical analyses. The limitations together with the suggestions for future research study and the implications on the findings will be provided in this research project.