

**THE RELATIONSHIP OF JOB
SATISFACTION AND ORGANIZATIONAL
COMMITMENT AMONG THE EXECUTIVES
OF THE PUBLIC SECTOR IN SABAH**

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ABSTRACT

This study argues the need for the managers and head of department in the public sector to know the relationship between facets of job satisfaction and the organizational commitment among their employees. By knowing this relationship, hopefully the managers and head of department in the public sector can improve their human resource management by motivating the employees to be more efficient, productive, transparent and accountable in carrying out its responsibilities with excellence. This study investigate the relationship between overall Job Satisfaction, Satisfaction of Pay, Promotion, Supervision, Nature of Work and Coworkers as the independent variables; Organizational Commitment as dependent variable; and Age, Gender, Education level and Length of Service as the moderating variables. In this study, data were collected from a sample of 115 executives in Kota Kinabalu. The finding showed the overall Job Satisfaction has direct positive relationship with Organizational Commitment of the executive in the public sector; The satisfaction of Pay, Promotion, Supervision, Nature of work and Coworkers also have direct positive relationship with Organizational Commitment; The finding also showed that all the relationships between Pay, Promotion, Supervision, Nature of work and Coworkers with Organizational Commitment was not moderated by age, gender, education level and length of service; except the relationship between Pay and Organizational commitment was moderated by the education level.

