

THE IMPACT OF TEAMWORK ON ORGANIZATIONAL COMMITMENT AMONG INFORMATION TECHNOLOGY EMPLOYEES

JIHMIE MACREDES ADI BIN JIHEK

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ABSTRACT

Teamwork is important in any organization, regardless of the field or industry the organization involves. The outcome of teamwork would or will result a successful or positive outcome for the organization. Thus it can influence organizational commitment among employees. The general objective of this research is to determine whether teamwork can affect or influence organizational commitment along with two moderating factors, which are age of company and organizational size. The target sample for this study is Information Technology employees. A total of 150 questionnaires were distributed in six organizations. The organizations are Yayasan Sabah, Petronas, Kota Kinabalu Industrial Park Communication (KKIPC), Telekom Malaysia (TM), Jabatan Perkhidmatan Komputer Negeri Sabah (JPKNS) and Sabah Credit Corporation. However, only 132 questionnaires were successfully collected. SPSS program was used to analyze 12 hypotheses that were constructed. The result of this studies that teamwork and organizational commitment has a significant relationship. The moderators on the other hand, do not play a significant role as a moderator but age of company does moderate the relationship between teamwork and affective commitment.



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TAJUK: IMPAK KERJA BERPASUKAN KE ATAS ILTIZAM TERHADAP ORGANISASI DI KALANGAN PEKERJA SISTEM MAKLUMAT

Kerja berpasukan adalah penting di dalam sebuah organisasi, tidak kira dalam bidang atau industri organisasi tersebut ceburi. Kerja berpasukan berkemungkinan atau akan membawa kejayaan kepada organisasi. Dengan ini akan mempengaruhi iltizam terhadap organisasi. Objektif utama penyelidikan ini adalah untuk menentukan samada kerja berpasukan akan memberi impak atau mempengaruhi iltizam terhadap organisasi, ini termasuk dua moderator, iaitu umur organisasi dan saiz organisasi. Sample untuk penyelidikan ini adalah pekerja Teknologi Maklumat. Sebanyak 150 kertas soalselidik diedarkan kepada enam organisasi. Organisasi tersebut adalah Yayasan Sabah, Petronas, Kota Kinabalu Industrial Park Communication (KKIPC), Telekom Malaysia (TM), Jabatan Perkhidmatan Komputer Negeri Sabah (JPKNS) and Sabah Credit Corporation. Tetapi, hanya 132 kertas soalselidik dapat dikumpulkan. Program SPSS telah digunakan untuk menganalisis 12 hipotesis yang telah ditentukan. Hasil dari penyelidikan ini, kerja berpasukan mempunyai hubungan signifikan dengan iltizam terhadap organisasi. Tetapi moderator tidak memainkan peranan dalam hubungan ini. Tetapi, umur organisasi memainkan peranan dalam hubungan kerja berpasukan dan iltizam terhadap organisasi.



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