

Project Title: Investigating Job Satisfaction and Organizational Commitment Among Librarians At The National Library of Malaysia
Project No.: RG042-10ICT
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Co-researcher (s):
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Abstract:

The study was carried out to identify the correlates and predictors of job satisfaction and organizational commitment among librarians at the National Library Malaysia. A cross-sectional design using a random sample of 211 professionally trained library employers participated in the study. The results revealed the following variables to not only the correlates but predictors of organizational commitment: job involvement, job autonomy, role conflict and role clarity. However, none of these correlates and predictors of organizational commitment correlated significantly with job satisfaction. Collectively all the four correlates/predictors of organizational commitment explained 43% of the variance in the commitment construct. The findings also found the Malay version of Mowady, Porter & Steers's (1979) Organizational Commitment Questionnaire to be a psychometrically sound and stable instrument i.e. valid and internally reliable and therefore has potential application to be used among a population of librarians whose mother tongue is not English