

# The Relationship between Corporate Culture & Organizational Commitment on Job Satisfaction among Internship Students in Malaysia: The Mediating Role of Job Motivation

BY

Pretiba a/p Mogan Ponan

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Faculty of Business & Information Science  
UCSI University  
No. 1, Jalan Menara Gading, UCSI Heights  
56000 Kuala Lumpur, Malaysia.  
Tel: 603-91018880 Fax: 603-91023606  
Website: [www.ucsi.edu.my](http://www.ucsi.edu.my)

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## ABSTRACT

The objectives of this research are to evaluate and validate the determinants that affect job satisfaction among internship students in Malaysia; (2) to determine the antecedent relationship between the factors and the job satisfaction of internship students. The study was conducted among mix of international and Malaysian students. A descriptive research was conducted to address the research objective.

The research was undertaken among the Malaysian and non-Malaysian who are students. The adopted sampling method was non-probability convenience sampling and questionnaire. There were 693 usable questionnaires were analyzed by using Statistical Package for Social Science Software version 20. There are seven groups of hypotheses with total 48 hypotheses developed for this research and all hypotheses were tested using Pearson Correlation Analysis, Simple Regression Analysis, Multiple Regression Analysis and Mediated Regression Analysis. The results of the study indicated that corporate culture is positively related to job satisfaction, mediating factor of job motivation, bureaucratic culture is positively related to job satisfaction, mediating factor of job motivation, and there is positive relationship between corporate culture and job satisfaction, mediating factor of job motivation. This discovery is new as it tested the role of mediating factor, job motivation.

The research problems and research questions were fully addressed and justified based on the statistical analysis and supported by literature review. The contributions to this research such as theoretical and managerial were also presented. Limitations and recommendations were highlighted at the end of the chapters.