**REFERENCE**

Ab.Rahman, N.K.N., Senik, Z and Kemat, B. (2008). "Are Malaysian Employees Born to be Committed? An Investigation in a multinational company," The Journal of The Malaysian Institute of Management, Vol. 43 (Jan-Jun), 25-46.

Abdullah, S. and Keenoy, T. (1995). "Japanese Managerial Practices in the Malaysian Electronics Industry: Two Case Studies," Journal of Management Studies, Vol.32 (6), 719-730.

Ahmad, K.Z and Bakar, R.A. (2003), "The association between training and organizational commitment among white-collar workers in Malaysia," International Journal of Training and Development 7, 166 – 185.

Aizzat, M., Nasurdin, Ramayah T., Mohamad, A.H. and Seow, L.V. (2003). "Job satisfaction and Turnover Intentions: A Study among Academicians," The Proceedings of the 5th Asian Academy of Management Conference, "Challenges of Globalized Business: The Asian Perspective", Hyatt Hotel, Kuantan, Pahang, Malaysia

Allen, N.J. and Meyer, J.P. (1996). "Affective, Continuance, and Normative Commitment to the Organization: An Examination of Construct Validity," Journal of Vocational Behavior, Vol. 49(3).

Allen, N. J. and Smith, C.A. (1993). "Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualisation," Journal of Applied Psychology, 78, 538-551.

Allen, N.J and Meyer, J.P. (1990), "The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization," Journal of Occupational Psychology, 63, 1-18.

Angle, H. L. and Perry, J.L. (1981). "An Empirical Assessment of Organizational Commitment and Organizational Effectiveness," Administrative Science Quarterly, 26(1), 296-319.

Babakus, E., Cravens, D.W., Johnston, M. and Moncrief, W. C. (1996). "Examining the Role of Organisational Variables in the Salesperson Job Satisfaction Model," The Journal of Personal Selling and Sales Management, 16(3), 33-42.

Bass, B.M. and Avolio, B.J. (1993). "Transformational Leadership: A Response to Critiques. Leadership Theory and Research: Perspectives and Directions," Academic Press, San Diego, CA.

Bavendam, J. (2000). "Managing Job Satisfaction [Electronic version]," Bavendam Research Incorporated: Special Reports: Effective Management Through Measurement, 6, 1-2.

Becker, H.S. (1960). "Notes on the Concept of Commitment," American Journal of Sociology (66), 32-42.

Becker, T.E., Randal, D.M. and Riegel, C.D.(1995)."The Multidimensional View of Commitment and Theory of Reasoned Action: A Comparative Evaluation," Journal of Management, 21 (4), 617–638.

Bird, A. and Beechler, S. (1995). "Links between Business Strategy and Human Resource Management Strategy in US-based Japanese Subsidiaries: An Empirical Investigation," Journal of International Business Studies, 26(1), 23-46.

Brockner, J., Siegel, P.A., Daly, J.P., Tyler, T. and Martin, C. (1997). "When Trust Matter: The Moderating Effect of Outcome Favorability," Administrative Science Quarterly, 42, 558-583.

Brown,S.P. (1996). "A Meta-Analysis and Review of organization Research on Job Involvement," Psychological Bulletin, 120, 235-255.

Bruce, C., Stanley, Z., Barbara, L. and Julie, M. (2007). "An Examination of the Organizational Commitment of Financial Planners," International Review of Business Research Paper, Vol. 3(1), 60-72.

Cammann, C., Fichman, M., Jenkins, D. and Klesh, J. (1979). "The Michigan Organizational Assessment Questionnaire," Ann Arbor, Michigan: University of Michigan.

Chin, K.K. and Brian, S. (2004). 'An Assessment of the Multidimensionality of Organizational Commitment in Malaysia," Vol.39(2).

Cook, J.D., Hepworth, S.J., Wall, T.D. and Warr, P.B. (1981). "The Experience of Work: A Compendium and Review of 249 Measures and Their Use," London: Academic Press.

Cooper-Hakim, A. and Viswesvaran, C. (2005), "The Construct of Work Commitment: Testing an Integrative Framework," Psychological Bulletin, 131(2), 241-259.

DeCotiis, T.A. and Summers, T. P. (1987). "A Path Analysis of a Model of the Antecedents and Consequences of Organizational Commitment," Human Relations, 40(7), 445-470.

Donald, R.C. and Pamela, S.S. (2006). "Business research method," Ninth edition, McGraw Hill International Edition

Dunham, R.B., Grube, J.A. and Castaneda, M.B. (1994). "Organization Commitment: The Utility of an Integrative Definition," Journal of Applied Psychology, 79, 370-380.

Farrell, D. and Stamm, C.L. (1988). "Meta-Analysis of the Correlates of Employee Absence," Human Relations, 41, 211-227.

Finegan, J.E. (2000). "The Impact of Person and Organizational Values on Organizational Commitment." Journal of Occupational and Organizational Psychology, 73, 149-169.

Gomez-Mejia, L.R. and Welbourne,T. (1996). "Compensation Strategies in a Global Context," Human Resource Planning, 14(10), 29-41.

Gregersen, H.B. and Black, J.S. (1992). "Antecedents to Commitment to a Parent Company and a Foreign Operation," Academy of Management Journal, 35, 65-90.

Hackman, J.R. and Oldham, G.R. (1975). "Development of the Job Diagnostic Survey," Journal of Applied Psychology, 60, 159-70.

Hackman, J.R. and Oldham, G.R. (1976). "Motivation Through the Design of Work: Test of a Theory', Organizational Behavior and Human Performance," 16, 250-279.

Hackman,J.R. and Oldham, G.R.(1980). "Work redesign," Menlo Park, CA: Addison-Wesley Publishing Co.

Hackman, R. and Lawler, E.E.III. (1971). "Employee Reaction to Job Characteristics," Journal of Applied Psychology Monograph, 55, 259-286.

Harzing, A. (2001). "An Analysis of the Functions of International Transfer of Managers in MNCs," Employee Relations, 23(6), 581-598.

Hatton, M., Rivers, H., Mason, L., Mason, E., Emerson, C., Kiernan, D., Reeves and A. Alborz. (1999). "Organizational Culture and Staff Outcomes in Services for People with Intellectual Disabilities," Journal of Intellectual Disability Research, 43, 206-218.

Henley, J. (1983). "Corporate Strategy and Employment Relations in Multinational Corporations: Some Evidence from Kenya and Malaysia, in Thurley,K. and Wood, S," Industrial Relations and Management Strategy: Cambridge University Press.

Iverson,R.D. and Buttigieg,D.M. (1999). "Affective, Normative and Continuance Commitment: Can the 'Right Kind' of Commitment be Managed?" Journal of Management Studies, 36(3), 307-333.

James, H.T and Jennifer, M.T. (2002). "Behavioural Derterminants of Performance in the MNC Subsidiary : A Paper Submitted to European International Business Academy Annual Conference, Athens University of Economics and Business, December 8-10.

Joanne, B., Rosemary, K. and Jon, K. (2008). "Personal And Work-Related Predictors Of Organizational Commitment And Life Satisfaction Of Slovak Women In Higher Education," College Teaching Methods and Styles Journal, Vol (4), 2- 7.

Kanter, R.M. (1968) "Commitment and Social Organization: A Study of Commitment Mechanisms in Utopian Communities," American Sociological Review, 33(4), August, 499-517.

Kanter, R.M. (1979). "Power Failure in Management Circuits," Harvard Business Review, 57, 65-75.

Katz, D. and Kahn, R. (1978). "The Social Psychology of Organizations," (2nd ed.) New York: chap 7.

Keenan, A. and McBain, C. (1979). "Effects of Type A Behavior, Intolerance of Ambiguity and Locus of Control on the Relationship or Role Stress and Work-Related Outcomes," Journal of Occupational Psychology, 52, 277-285.

Khan,W.A. (1990). "Psychological Conditions of Personal Engagement and Disengagement at Work," Academy of Management Journal, 33, 692-724.

Kwon, I. and Banks, D. (2004). "Factors Related to the Organizational and Professional Commitment of Internal Audits," Managerial Auditing Journal,Vol. 19(5), 606-622.

Lachman, R. Nedd, A. and Hinings, R. (1994). "Analyzing Cross-National Management and Organizations: A Theoretical Framework," Management Science, 40(1), 40-56.

Laschinger, H.K.S., Finegan, J., Shamian, J. and Casier, S. (2000). "Organizational Trust and Empowerment in Restructured Healthcare Settings," Journal of Nursing Administration, 30, 413–425.

Laschinger, H.K.S., Shamian, J. and Thomson, D. (2001). "Impact of Magnet Hospital Characteristics on Nurses' Perceptions of Trust, Burnout, Quality of Care, and Work Satisfaction," Nursing Economics, 19, 209–219.

Lawler, E.E. (1992). "Affective Attachment to Nested Groups: A Choice Process Theory," American Sociological Review, 57, 327 – 339.

Lawler, E.E. and Hall, D.T. (1970). "Relationship of Job Characteristics to Job Involvement, Satisfaction and intrinsic Motivation," Journal of Applied Psychology, 54, 305 – 312.

Lawler, E.E. (1986). "High-Involvement Management: Participative Strategies for Improving Organizational Performance," San Francisco : Jossey-Bass.

Leong, C.S, Furnham, A. and Cooper, C.L. (1996). "The Moderating Effect of Organizational Commitment on the Occupational Stress Outcome Relationship," Human Relations, 49(10), 1345-1363.

Lewicki, R.J., McAllister, D.J. and Bies, R.J. (1998). "Trust and Distrust: New Relationships and Realities," Academy of Management Review, 23, 438-458.

Lim, L. (2001). "Work Cultural Values of Malays and Chinese Malaysians," International Journal of Corss Cultural Management, 1(2), 209-226.

Lodahl, T. and Kejner, M. (1965). "The Definition and Measurement of Job Involvement," Journal of Applied Psychology, 49, 24-33.

Lok, P. and Crawford, J. (2001). "Antecedents of Organizational Commitment and the Mediating Role of Job Satisfaction," Journal of Managerial Psychology, 16, 594–613.

Lopopolo, R.B. (2002). "The Relationship of Role Related Variables to Job Satisfaction and Commitment to the Organization in a Restructured Hospital Environment," Physical Theraphy, Vol 82 (100), 984-999.

Malaysia-French Chamber of Commerce and Industry Luncheon, Petroleum Club, Kuala Lumpur Thursday 5 February 2004.

March, J. and Simon, H. (1958). "Organizations," New York: Wiley.

Marsden, P.V., Kalleberg, A.L. and Cook, C.R. (1993). "Gender Differences in Organizational Commitment: Influences of Work positions and Family Roles, Work and Occupations, 20(3), 368-390.

Mathieu, J.E. and Zajac, D.M. (1990). "A Review and Meta-Analysis of the Antecedents, Correlates, and Consequences of Organizational Commitment," Psychological Bulletin, 108(2), 171-194.

Meyer, J. P., Irving, G. P. and Allen, N. J. (1998). "Test of the Moderating Effect of Work Values on the the Relations between Early Work Experiences and Organizational Commitment," Journal of Organizational Behavior, 19, 29-52.

Meyer, J. P., Stanley, D. J., Herscovitch, L., and Topolnytsky, L. (2002). "Affective, continuance and Normative Commitment to the Organization: A Meta-Analysis of Antecedents, Correlates, and Consequences," Journal of Vocational Behavior, 61, 20-52.

Meyer, J.P. and Allen, N.J. (1991). "A Three-Component Conceptualization of Organizational Commitment," Human Resource Management Review, 1, 61-89.

Meyer, J.P. and Allen, N.J. (1997). "Commitment in the Workplace: Theory, Research and Application," California: Saga Publications.

Meyer, J.P., Allen, N.J. and Smith, C.A. (1993). "Commitment to Organizations and Occupations: Extension and Test of a Three-Component Conceptualisation," Journal of Applied Psychology, 78, 538-551.

Meyer, J.P., Stanley, D.J., Herscovitch, L. and Topolnytsky, L. (2002). "Affective, Continuance, and Normative Commitment to the Organization: A Meta-analysis of Antecedents, Correlates, and Consequences," Journal of Vocational Behavior, Vol. 61(1), 20-52.

Moha, A.A., Munir S., Zikri, M., Hasan, N.K., Norizan, M.N. and Junaimah, J. (2007). "Employee Organizational Commitment in SMEs : Evidence from the Manufacturing Sector in Malaysia," International Review of Business Research Papers, Vol.3 (2), 12-26.

Morris, J.H. and Sherman, J.D. (1981). "Generalizability of an Organizational Commitment Model," Academv of Management Journal, 2(5), 12-526.

Morris, J.H. and Steers, R.M. (1980). "Structural influences on organizational commitment," Journal of Vocational Behavior, 15, 50-7.

Mowday, R.T., Porter, L.W. and Steers, R.M. (1982), "Employee-organization Linkages: The Psychology of Commitment, Absenteeism and Turnover," New York: Academic Press.

Mowday, R.T., Steers, R.M. and Porter, L.W. (1979), "The Measurement of Organizational Commitment," Journal of Vocational Behavior, 14, 224-47.

Mroczkowski, T., Linowes, R. G., and Hanaka, M. (1992), "Working for the Japanese corporation: The views of American professionals. In A.R. Negandhi and M.G. Seropio (Eds.)," Research in International Business and International Relations, 5, 279–307.

Nauman, E. (1993). "Antecedents and Consequences of Satisfaction and Commitment among Expatriate Managers," Group and Organizational Management, 18(2), 153-87

Noor, H.A.K and Noor, N.H.(2006). "Evaluating the Psychometric Properties of Allen and Meyer's Organizational Commitment Scale: A Cross Cultural Application among Malaysian Academic librarians," Malaysian Journal of Library and Information Science, Vol. 11 (1), July, 89-101.

Noor, H.A.K and Noor, N.H.(2008). "Investigating the Correlates and Predictors of Affective and Continuance organizational Commitment among Malaysian Academic Librarians," Malaysian Management Review, Vol. 43(Jan-Jun), 1-24.

Northcraft, T. and Neale, H. (1996). "Organisation Behaviour," London: Prentice-Hall.

Organ, D.W. and Ryan, K. (1995). "A Meta-Analytic Review of Attitudinal and Dispositional Predictors of Organizational Citizenship Behavior," Personnel Psychology, 48, 775-802.

Payne, S.C. and Huffman, A.H. (2005), "A Longitudinal Examination of the Influence of Mentoring on Organizational Commitment and Turnover," Academy of Management Journal 48, 158-168.

Pearson, C.A.L. and Chong, J. (1997). "Contribution of Job Content and Social Information on Organizational Commitment and Job Satisfaction: An Exploration of in a Malaysian Nursing Context," Journal of Occupational and Organizational Psychology, 70, 357-74.

Peterson, R.B., Napier,N. and Shim,W.S. (1996). "Expatriate Management – The Differential Role of National Multinational Corporation Ownership," International Executive, 38(4), 543-562.

Pfeffer, J. (1994). "Competitive Advantage Through People: Unleashing the Power of the Workforce," Boston: Harvard Business School Press

Porter, L.W., Steers, R.R., Mowday, R.T., and Boulian, P.V. (1974). "Organizational Commitment, Job Satisfaction, and Turnover among Psychiatric Technicians," Journal of Applied Psychology, 59, 603-609.

Price, J.L.(1977). "The Study of Turnover," Ames,IA: Iowa State University Press.

Randall, D.M. (1993). "Cross-Cultural Research on Organizational Commitment: A Review and Application of Hofstede's Value Survey Module," Journal of Business Research, 26, 91-110.

Riketta, M. (2002), "Attitudinal Organizational Commitment and Job Performance: A Meta-Analysis," Journal of Organizational Behavior, 23, 257-266.

Rizzo, J.R., House, J. and Lirtzman, S.I. (1970). "Role Conflict and Role Ambiguity in Complex Organization," Administrative Science Quarterly, 13, 15-163.

Rizzo, J.R., House, R.J. and Lirtzman, S.I. (1970). "Role Conflict and Ambiguity in Complex Organizations," Administrative Science Quarterly, 15, 150–163.

Roger, G. and Ali, Y.Z. (1999). "A Psychometric Assessment of the Malay Version of Meyer and Allen's Organizational Commitment Measure, Vol.34(1).

Rose, R.W.(1991). "Comparisons of Employee Turnover in Food and Beverage and Other Departments in Hotel Properties," Ann Arbor,MI:UMI Dissertation Services.

Saari, L.M. and Judge, T.A. (2004). "Employee Attitudes and Job Satisfaction," Human Resource Management, 43, 395-407 .

Salancik, G.(1977). "Commitment and Control of Organizational Behavior and Belief ," New direction in organizational behavior pp. 1-210. Chicago: St. Clair Press.

Schappe, S.P. (1998). "The Influence of Job Satisfaction, Organizational Commitment, and Fairness Perceptions on Organizational Citizenship Behavior," The Journal of Psychology, 132(3), 277(14).

Sheldon, M.E. (1971). " Investments and Involvements as Mechanisms Producing Commitment to the Organization," Administrative Science Quarterly, 16(2), June, 143-150.

Sims, H.P., Szilagyi, A.D. and McKemey, D.R. (1976). "Antecedents of Work-Related Expectancies,' Academy of Management Journal, 19, 547 -559.

Singh, J. (1998). "Striking a Balance in Boundary-Spanning Positions: An Investigation of Some Unconventional Influences of Role Stressors and Job Characteristics on Job Outcomes of Salespeople. Journal of Marketing, 62(3), 69-87.

Spector, P.E. (1997). "Job satisfaction: Application, assessment, causes, and consequences," London: Sage Publications.

Stebbins, R.A. (1970). "On Misunderstanding the Concept of Commitment: A Theorectical Clarification," Social Forces, 48, 526 – 529.

Steers, R.M. (1977), "Antecedents and Outcomes of Organizational Commitment'," Administrative Science Quarterly, 22, 46-56.

Teresa, M.P and Iris, I.V. (2006). "A Comparision of the International Diversity on Top Management Teams of Multinational Firms Based in the United States, Europe, and Asia: Status and implications.

Wad, P. (1988). "The Japanisation of the Malaysian Trade Union Movement in Southall," R.(ed). Trade Unions and the New Industrialisation of the Third World, Zed, London.

Wahn, J.C. (1998). "Sex Differences in the Continuance Component of Organizational Commitment," Group and Organizational Management, 23(3), 256-66.

Wegge, J., Schmidt, K., Parkes, C., And Van Dick, K. (2007). "Taking a Sickie': Job satisfaction and Job Involvement as Interactive Predictors of Absenteeism in a Public Organization," Journal of Occupational and Organizational Psychology, 80, 77-89 .

Weiss, H.M. (2001). "Organizational Behavior: Affect in the Workplace," Annual Review of Psychology, 53, 279-307.

Weiss, H.M. (2002). "Deconstructing Job Satisfaction: Separating Evaluations, Beliefs and Affective Experiences," Human Resource Management Review, 12, 173-194.

Wiener, Y. and Vardi,Y. (1980). "Relationship between Job, Organization, and Career Commitments and Work Outcomes: An Integrative Approach," Organizational Behavior and Human Performance, 26, 81-96.

Wright, D. and Thomas, J. (1982). "Role Strain among School Psychologists in the Midwest," Journal of School Psychology, 20, 24-33.

Wright, T. and Bonett, D. (2002). "The Moderating Effects of Employee Tenure on the Relations Between Organizational Commitment and Job Performance: A Meta-analysis," Journal of Applied Psychology 87, 1183-1190.

Yousef, D.A. (2000). "Organizational Commitment as a Mediator of the Relationship between Islamic Work Ethic and Attitudes toward Organizational Change," Human Relations, 54(3), 513-537.