

Abstract

It is widely believed that the impact of HRM practices on organizational commitment can create comparative advantage for the organizational performance. The main intention of this study is to find out relationship between HR practices and organizational commitment and then its impact on turnover intention. Data were collected from 75 employees from many organizations pertaining to several different industries, throughout Klang Valley, Malaysia. Results from a survey of 75 employees showed that the positive relationship between HRM practices and organizational commitment. It is also showed that the negative relationship between organizational commitment and turnover intention. However, the three most important limitations, which are discussed in more detail in chapter one, are the sample used, which is mainly from the Klang valley, the measurement used in the study and the reliance on self-reported questionnaire data. Consequently, experimental studies are needed to examine causality issues. These results have important managerial implications: in order to obtain positive organizational commitment, organization should provide a good HRM practices where employees must report satisfaction with in which in will lead to lower turnover intention. This study contributes to the knowledge on satisfaction with HRM practices and the influences organizational commitment and turnover intention, an area of research that is almost unexplored in Malaysia.