## TABLE OF CONTENTS

CONTENTS	PAGE
1.0 INTRODUCTION	1
1.1 Purpose of the Study	2
1.2 Research Objective	2
1.3 Significance of the Study	3
1.4 Scope of the Study	5
1.5 Limitation of the Study	6
1.6 Organizational of the Report	6
2.0 LITERATURE REVIEW	
2.1 Optimistic View	8
2.2 Pessimistic View	10
3.0 RESEARCH METHODOLOGY	
3.1 Hypothesis Construction	13
3.1.1 Job Satisfaction	13
3.1.2 Internal Motivation	14
3.1.3 Organization Commitment	16
3.1.4 Relationship Data	17
3.2 Research Design	18
3.3 Sampling Design	19
3.4 Data Collection Procedure	20
3.5 Data Analysis Technique	20

## 4.0 RESEARCH RESULT 4.1 Descriptive Analysis 22 4.2 Reliability Test 24 4.3 Paired Sample t-Test 25 4.4 Test of Hypothesis 27 4.5 Relationship Data 28 5.0 Discussion of Findings 5.1 Job Satisfaction 33 33 5.2 Internal Motivation 5.3 Organizational Commitment 34 5.4 Managerial Implication 34 5.5 Suggestions for Future Research 35 6.0 REFERENCES 37

7.0 APPENDICES

38