

The relationship between self-construal, job satisfaction and organizational commitment

ABSTRACT

This study aimed to investigate the relationship between self-construal, job satisfaction and organizational commitment among young working adults in Malaysia. The objective of the study was to examine the significance of job satisfaction and organizational commitment based on participant's self-construal. Data was collected via online survey from 420 young working adults in Malaysia aged between 21 to 30 years ($M=26.30$ years). Descriptive statistics and Pearson's correlation analyses were used in the data analysis. Pearson's correlations showed that self-construal was significantly positive correlated with job satisfaction and job satisfaction was significantly associated with all three organizational commitment constructs, namely affective commitment, continuance commitment and normative commitment. Particularly, job satisfaction was positively correlated with affective commitment and normative commitment but negatively correlated with continuance commitment. The results indicated that self-perception has significant influence on young working adults' attitudes on job and organizations that they work with as a whole.

Keyword: Self-construal; Job satisfaction; Organizational commitment; Young working adults