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THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENTS, PERSON-FIT, ORGANIZATIONAL CULTURE AND WITHDRAWAL BEHAVIORS.

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DECLARATION OF ORIGINAL WORK

I, **(FATIN NADZIRAH BT HASAN)**

Hereby declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for these for these degrees or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____ Date: _____

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ABSTRACT

This study to estimate the possibility organizational commitment (OC), person-organization fit (P-O fit); person-reform fit (P-R fit) and organizational culture can influence employee withdrawal behaviors and age as moderator. A survey was sent to 200 employees at Taiyo Technology (M) Sdn. Bhd. Participation in the study was convenience. The participants were 200 working adults. All data had been analyzed using social package for social science. This paper provides several interesting findings. While no relationship was found between organizational commitments (OC) and person-organization fit (P-O Fit) with withdrawal behavior. There is relationship between new variables person-reform fit (P-R Fit) and organizational culture with withdrawal behavior. Besides, there is one significant relationship between organizational commitment with withdrawal behavior when age act as moderator. Results are discussed.