



Section One

Student Name: Reem Abdul Aziz Al-Harhi

Student ID: 17F17347

Supervisor Name: Festus Odhigu

Section Two

Proposal Outline

The effects of organisational commitment on employee performance and motivation in National Bank of Oman.

Background, Statement of the Research Problem, Aims, Research Objectives, Research Questions and Significance of the Project

Background:

Organizational commitment and motivation have a significant impact on the organization's ability to succeed. Employees that are committed to the organization are more likely to actively participate in it and to plan to stick with it over the long haul. The mechanism that creates and sustains performance that is goal-directed is called work motivation.

Organizational Commitment is the psychological attachment and the resulting loyalty of employees in the organization, Employees who are committed to their organizations do so because they are proud to be a part of them and feel that their employers value them (Jason, 2022).

Strong and high levels of commitment can raise team morale, increase productivity at work, and make it easier for businesses to achieve their goals. Knowing how to develop an organizational culture can help achieve results and achieve goals, whether you are a team leader or team member (Indeed Editorial Team, 2023).

This study helps to know the effects of organizational commitment on the performance and motivation of employees in the National Bank of Oman.

Statement of the Research Problem:

Organizational commitment is one of the most important variables that occur in the company and negatively affect the job performance of employees, including the high cost of absence, the high delay in work, the dropout of workers from organizations, the low degrees of job satisfaction, the low ability to innovate, and the low morale.

The National Bank of Oman places great emphasis on organizational commitment and motivating employees on a permanent basis for the continued success of the bank.

Aims:

The project's overarching goal is to study The effects of organisational commitment on employee performance and motivation in National Bank of Oman.

Research Objectives:

1. To evaluate the effects of organisational commitment on employee performance and motivation in National Bank of Oman.
2. To examine the relationships between organizational commitment, employee performance and motivation.
3. To analyse the factors affecting organisational commitment and motivation in National Bank of Oman.
4. To examine types of organisational commitment.

Research Questions:

1. What are the effects of organisational commitment on employee performance and motivation in National Bank of Oman?
2. What are the relationships between organizational commitment, employee performance and motivation?
3. What are the factors affecting organisational commitment and motivation in National Bank of Oman?
4. What are the types of organisational commitment?

Significance of the Project:

When employees feel suitable, committed, and understand the organization's aims, they tend to be more determined in their work, have relatively high productivity, and are more aggressive in delivering their assistance. This is because organizational commitment is so important (Rogier, 2020).

In the organization:

- job stability.
- Improves the company's reputation.
- Maintain work ethic.
- High employee productivity.

In the individuals:

- Create a strong teamwork culture.
- Satisfaction in the workplace.
- Be transparent and encourage open communication.
- Reduce absenteeism.

Research Methodology

Nature and type of research:

In this research, the in-depth quantitative research method will be used to determine the effects of organizational commitment on employee performance and motivation in the National Bank of Oman. The quantitative research also contains a set of tools such as questionnaires used to collect data.

Research design:

Data will be collected from existing and potential customers using sampling methods and electronic questionnaires will be sent, the results of which can be analysed using statistical methods. The results produced by quantitative research are numerical.

Population of study:

In the study population, the focus is on the employees working in the National Bank of Oman to take accurate and correct results.

Sampling procedure:

The sampling process will be carried out by distributing a questionnaire to a number of employees in the bank at random, and the questionnaire will be designed in Google Docs and distributed.

Data needs:

The questionnaire will consist of questions related to the effects of organizational commitment and motivation on employees in the bank.

Data collection methods:

Data will be collected in two ways, the first method is by searching from the Internet and websites, and the second method is by distributing a questionnaire in Google Docs to employees to obtain more information.

Data analysis technique:

Will use the technology of data analysis through descriptive analytics, to understand what happened or what is happening. This type of analysis is characterized by the visual display of data, which is related to the subject of organizational commitment to the performance and motivation of employees in the National Bank of Oman.

Interpreting results:

The results obtained from websites, internet and questionnaires will be interpreted by means of tables and graphs.

Literature Review

Organizational commitment is one of the important things that research and studies deal with due to its importance in increasing efficiency and effectiveness, and because it has a role in determining whether the employee will stay with the organization for a longer period of time and work enthusiastically towards achieving the goal of the organization, and through research we were able to know that if it is determined Organizational commitment It helps predict employee satisfaction, employee engagement, and job performance.

The findings of this study on the influences of organizational commitment on worker performance and motivation revealed that employee interaction was significantly and favorably impacted by personality and job satisfaction. Employee engagement was not impacted by motivation. Motivation and personality weren't factors in organizational commitment. Organizational commitment was significantly and

favorably impacted by job satisfaction. Personality, drive, and job happiness had no discernible impact on workers' output. Employee involvement was advantageous and important for organizational commitment. Employee performance benefited from and was significantly influenced by corporate commitment and employee engagement (Hengki, 2020).

Also, as organizational commitment is a key element of an organization, the findings of studies on the links between organizational commitment and employee performance and motivation. It depends on the contributions that each employee makes to the organization's operations and roles. Employees that are engaged are more effective and efficient, and they are also less inclined to leave their company. It is because these workers have a strong will to survive and are prepared to make sacrifices for the organization's aim. Moreover, motivated staff members will dedicate themselves more fully, experience less stress, and thereby love their jobs. The findings indicate a beneficial link between organizational commitment and work motivation. To increase the level of commitment among its employees, the company should think about improving job motivation (Suzila, 2016).

About the study's findings, which emphasize job satisfaction, leadership style, and organizational climate as the primary variables determining organizational commitment. This article's goal is to compile a comprehensive list of all the elements influencing organizational commitment. This collection aids human resource managers in the implementation, assurance, and management of elements impacting organizational compliance. in order to increase staff performance and business productivity. Workplace conditions, working conditions, remuneration management, promotion potential, job security, relationships with managers and coworkers, and relationships between management and employees are the primary factors determining job happiness. Transformational leadership initiatives will result in an increase in employee commitment to their organization (Rumi, 2016).

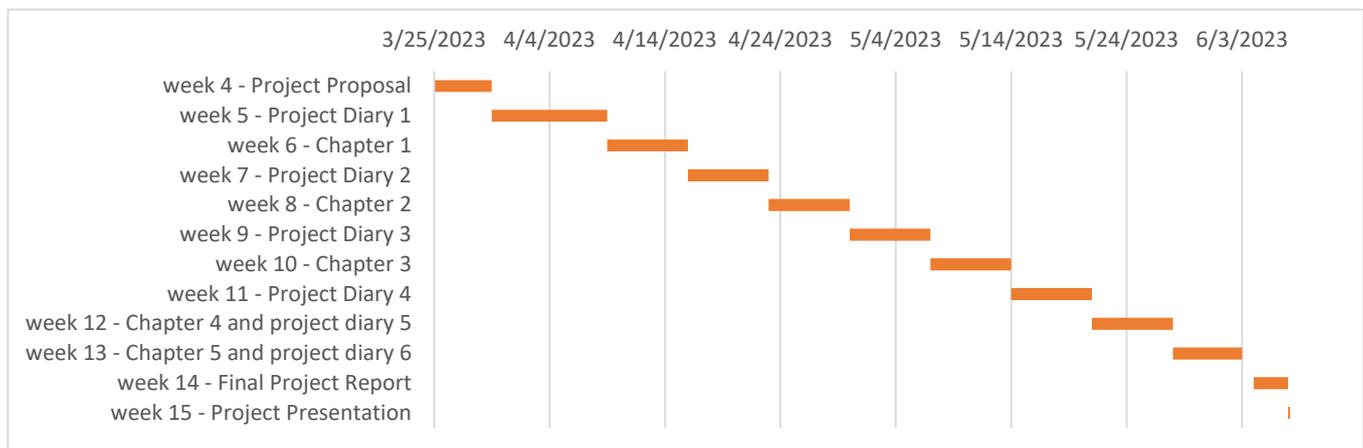
Finally, in the results of this study regarding the types of organizational commitment, this study reviewed the three main types (emotional, ethical, and continuity) of organizational commitment (Eric, 2008).

Research Ethics

This rule aims to protect and uphold the rights, respect, safety, well-being, and privacy of study participants while also preventing manipulation or any other ethical norm violations. Data ethics includes all ethical norms of conduct when doing a research activity, especially the moral principles and ideals to be upheld during the research. The project must be completed in accordance with the guidelines, and the student is responsible for disclosing any biosafety or ethical hazards that may arise throughout the study.

Timeline

Task	Start date	End date	Duration
week 4 - Project Proposal	3/25/2023	3/29/2023	5
week 5 - Project Diary 1	3/30/2023	4/8/2023	10
week 6 - Chapter 1	4/9/2023	4/15/2023	7
week 7 - Project Diary 2	4/16/2023	4/22/2023	7
week 8 - Chapter 2	4/23/2023	4/29/2023	7
week 9 - Project Diary 3	4/30/2023	5/6/2023	7
week 10 - Chapter 3	5/7/2023	5/13/2023	7
week 11 - Project Diary 4	5/14/2023	5/20/2023	7
week 12 - Chapter 4 and project diary 5	5/21/2023	5/27/2023	7
week 13 - Chapter 5 and project diary 6	5/28/2023	6/3/2023	6
week 14 - Final Project Report	6/4/2023	6/6/2023	3
week 15 - Project Presentation	6/7/2023	6/7/2023	1



References

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- Indeed Editorial Team. (2023). Organizational Commitment: What It Is and How To Improve It. Retrieved 29 March 2023. From <https://www.indeed.com/career-advice/career-development/organizational-commitment>
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6. Saha,R. (2016). Factors influencing Organizational Commitment – Research and Lessons. Retrieved 29 March 2023. From <https://www.ceeol.com/search/article-detail?id=426890>
7. Lambert,E. (2008). Exploring Antecedents of Five Types of Organizational Commitment Among Correctional Staff: It Matters What You Measure. Retrieved 29 March 2023. From <https://journals.sagepub.com/doi/abs/10.1177/0887403408320460?journalCode=cjpa>



Appendices

1. Student Declaration Form



Document Name & Type	Student Declaration for coursework Form	Author/Department	Head, Centre for Academic Practices
Approval Date	14/05/2020	Effective Date	14/05/2020
Review Date	08/05/2022	Next Review Date	07/05/2023

Student Declaration for Coursework

(To be scanned and attached with coursework report after signing)

I confirm that this submission is part of a coursework (as chosen below) undertaken in semester **(8)** towards completion of the following module:

Module Name and Code: **(Project II / PROJ-HR 30001)**.

(Please tick the correct choice below)

- Individual Assignment or Case Study
- Group Assignment or Case Study/Mini Project *(in this case, all members have to sign below in space provided)*

I declare that the coursework report and artifacts submitted by me original, duly written and prepared by me and has not been copied or taken in part or in whole from any other source except where duly acknowledged. All use of previously published work (from books, journals, magazines, internet sources etc.) has been acknowledged within the main report to an item in the References or Bibliography lists. I also agree that an electronic copy of this report and artifacts may be stored and used for the purposes of prevention and detection of all types of academic integrity violations.

I also acknowledge that I am aware of MEC Student Academic Integrity Policy and Research Ethics and Biosafety Policy and the disciplinary action that shall be taken in case of violation of the policies. Further, in case of group work each of us in the group are equally responsible for the group component and liable for application of penalty on policy violation.

Student ID, Name and Sign: **Reem Al-Harathi / 17F17347**
Date: **29/3/2023**