THE RELATIONSHIP BETWEEN PERSONALITY TRAITS, CAREER STRATEGIES AND CAREER SUCCESS: A STUDY AMONG STAFFS IN PERMINTEX SANKO TECHNOLOGIES SDN BHD

A thesis submitted to the Faculty of Business Management in fulfillment of the requirements for the degree of Masters in Science Management, Universiti Utara Malaysia

By:
Farizoh Binti Hamid

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(Name of Supervisor) : DR. NOR AZILA MOHD. NOOR

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I certify that any help received in preparing this thesis and all sources used have been acknowledged in this thesis.

Farizoh Binti Hamid
85721
Faculty of Business Management
Universiti Utara Malaysia
06010 Sintok
Kedah Darul Aman

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ABSTRACT

The main objective of this study is to examine the relationship between individual personality traits, career strategies and career success. The four dimensions that measured individual personality traits were agreeableness, openness to experience, extraversion and conscientiousness. The three dimensions that measured career strategies were enhancing promotability, strengthening external contacts and improving image with superiors. While, the dimension that measured career success were subjective career success. Data were gathered through questionnaire survey of employees at Permintex Sanko Technologies Sdn Bhd. Correlation analysis were used to examine the relationship between individual personality traits, career strategies and career success. The results indicated that individual personality traits were positively correlated with career success. But, only three individual personality traits dimensions with positively correlated with career success, namely agreeableness, openness to experience and conscientiousness. The correlation results indicated that there were relationship between career strategies and career success. The three of the career strategies dimensions were positively correlated with career success, namely strengthening external contacts and improving image with superior. The findings were discussed and recommendations for the future research were also addressed.
ABSTRAK

DEDICATION

This dissertation is dedicated to my beloved mom, Siti Rohani Hj Ibrahim, who has provided her unconditional love, indefatigable support, affection, devotion and encouragement especially during my post graduate study. She is indeed the wind beneath my wings! Mom, I thank for you for everything. No words could describe my love for you.

I also dedicate this dissertation especially to my beloved husband, Khairul bin Yazid who provided a lifetime of inspiration and encouragement to constantly keep me heading the right direction to complete this piece of work and work hard for my Masters Degree.

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In the name of Allah, the most gracious and most merciful

Praise to Allah, Lord of the universe for His bounties and bestowed upon us. Peace to Prophet Muhammad S.A.W. the sole human inspiration worthy of imitation.

"Alhamdulillah", all praise to Allah S.W.T the almighty for the strength and endurance provided to me to complete the thesis. Working for this MSc. Mgt. degree generally and this dissertation specifically is no doubt a challenging and enduring journey that I will cherish all my life.

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<td>U.S</td>
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<td>International Personality Item Pool</td>
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<td>PCS</td>
<td>Perceived Career Success</td>
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<td>MSc</td>
<td>Masters of Science Management</td>
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<td>SPSS</td>
<td>Statistical Package for Social Science</td>
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CHAPTER 1

BACKGROUND OF THE STUDY

1.0. Introduction

This chapter presents the background of the research, problem statement, objective of the study, research questions, statement of hypotheses, significance of the study, scope of the study and definition of variables and terms. The sequences of the study starting from chapter one to five is also included.

1.1 Background of the Research

Career success is a topic that has received lots of attention from many researchers. Many articles and research studies have been published recently concerning the issues of individual career success. Researchers such as Gould and Penley (1984), Greenhaus et al. (1990), and Nabi (1999; 2001; 2003) are some of the experienced scholars in this field (particular regarding individual career success). They have wrote, described, analyzed, researched and produced articles on the issue of career success. Beside them, there are few of researchers who had done similar topic or subject such as Judge et al. (1999), Lau and Pang (2000), Bozionelos (2004), and Ng
The contents of the thesis is for internal user only
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