THE RELATIONSHIP BETWEEN SELF EFFICACY, LOCUS OF CONTROL, PERCEIVED ORGANIZATIONAL SUPPORT AND CAREER SUCCESS

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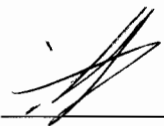
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ABSTRAK

Penyelidikan dalam bidang kejayaan kerjaya menerima minat yang signifikan sebab terbuktinya kesan positif dalam peningkatan perasaan inklusif pekerja dan membolehkan organisasi mereka bentuk system kerjaya yang efektif. Kajian ini bertujuan untuk mengkaji sama ada kemanjuran diri, kawalan dalaman pusat dan persepsi sokongan organisasi mempengaruhi kejayaan kerjaya dan untuk mengenal-pasti yang mana di antara tiga dimensi ini mempengaruhi kejayaan kerjaya yang paling signifikan.

Sampel kajian diperolehi daripada 119 pekerja dari Jabatan Sumber Manusia di Intel Malaysia untuk mengkaji kesan kemanjuran diri, kawalan dalaman pusat dan persepsi sokongan organisasi terhadap kejayaan kerjaya.Kajian ini menggunakan analisis reliabiliti, statistik deskriptif dan analisis regrasi berganda untuk menguji hubungan di antara kemanjuran diri, kawalan dalaman pusat dan persepsi sokongan organisasi terhadap kejayaan kerjaya dan untuk mengenal-pasti yang mana di antara tiga dimensi ini mempengaruhi kejayaan kerjaya yang paling signifikan. Hasil kajian dari analisa data mendapati terdapat hubungan positif di antara kemanjuran diri, kawalan dalaman pusat dan persepsi sokongan organisasi dengan kejayaan kerjaya. Persepsi sokongan organisasi dikenal pasti sebagai dimensi yang paling mempengaruhi kejayaan kerjaya. Hasil kajian dari analisis regrasi berganda mendapati 28% dari varians kejayaan kerjaya menerangkan kemanjuran diri, kawalan dalaman pusat dan persepsi sokongan organisasi.

Hasil kajian berpendapat bahawa organisasi patut mempertimbangkan perekaan bentuk dan penambahan nilai sistem sokongan kerjaya yang strategik. Bagaimanapun, hasil kajian ini hanya terhad kepada pekerja dari Jabatan Sumber Manusia di Intel Malaysia. Skop untuk kajian selanjutnya patut diluaskan dengan merangkumi jabatan yang lain supaya perbandingan strategik dapat dilakukan.

ABSTRACT

Research on career success has received significant attention as it has proven to have a positive impact for driving employee sense of belonging and helps organizations design effective career systems.The purpose of this study was to examine the relationships between self efficacy, locus of control and perceived organizational support with career success and to determine which of these three influenced career success the most.

119 Human Resource Department employees in Intel Malaysia completed the survey for this study regarding their self efficacy, locus of control, perceived organizational support and career success. The study utilized the reliability analysis, descriptive statistics and multiple regression analysis to examine the relationships between self efficacy, locus of control and perceived organizational support with career success and to determine which of these three influenced career success the most. The results showed that self efficacy, locus of control and perceived organizational support were all positively related to career success and perceived organizational support was found to influence career success the most. Multiple regression results revealed that 28% of the variance of career success is explained by self efficacy, locus of control and perceived organizational support.

The findings suggest that the organization should consider designing and enhancing several career systems support strategies to help employees achieve career success. These findings are however only applicable to Human Resource Department employees in Intel Malayisa. Future research needs to broaden its scope to include the rest of the departments to enable strategic comparisons to be made.

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CHAPTER 1

INTRODUCTION

1.1 Introduction to the Study

The landscape of today's volatile environmental conditions, resulting from trends of globalization and technological sophistication, have pressured employers to attract and select employees with advanced skills that foster their adaptability to successful performance in any environment. Employees have also begun to rely on new career strategies and behaviors that help them promote their own career success in order to adapt to a new reality of employment relationships.

At Intel, career development is a shared partnership between employees and the organization because it provides the means through which employees can maximize their professional potential by contributing to organization success in ways that are both challenging and satisfying to both employees and the organization. Career continually evolves as employees grow on the job to develop skills and talents, and the desires to understand more about what motivates them and how to align those talents and passions to meet organizational needs. Therefore, the question of some employees being more successful than others in their careers is of interest to both employers and employees in order for the organization to invest in employees' development programs. This investment makes good business sense where employees who work in a positive career environment are more engaged in their work, more productive and less likely to leave.

The career need of each individual employee is different and organizations vary in the career support resources provided to them. When organizations become

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