HUMAN RESOURCE MANAGEMENT PRACTICES, CAREER PLANNING, INDIVIDUAL PERSONALITY TRAITS TOWARDS CAREER SUCCESS AMONG GOVERNMENT OFFICER: A STUDY AT PUBLIC SERVICE DEPARTMENT

By
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Thesis Submitted to the Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia, in Fulfillment of the Requirement for the Master of Human Resource Management (MHRM) AUGUST 2012
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ABSTRAK

Kajian ini adalah bertujuan untuk melihat sejauhmana faktor kejayaan kerjaya dapat mempengaruhi amalan pengurusan sumber manusia, perancangan kerjaya dan personaliti sifat individu kepada pegawai kerajaan di Jabatan Perkhidmatan Awam Malaysia. Kajian ini telah dijalankan di Jabatan Pekhidmatan Awam, Putrajaya yang melibatkan jumlah responden seramai 250 orang pegawai kerajaan yang terdiri daripada kumpulan pengurusan dan professional. Objektif kajian ini adalah untuk (i) melihat perbezaan hubungan antara jantina, umur dan tempoh berkhidmat di JPA dengan menggunakan kaedah analisis iaitu ujian t dan ujian ANOVA. Manakala objektif (ii) Analisis Korelasi Pearson digunakan untuk mengenalpasti hubungan perkaitan antara amalan pengurusan sumber manusia, perancangan kerjaya dan personaliti sifat individu dengan kejayaan kerjaya. Manakala objektif (iii), melihat faktor dominan yang menyumbang kepada kejayaan kerjaya. Hasil daripada analisis dan dapatan yang dibuat menunjukkan ketiga-tiga pembolehubah (amalan pengurusan sumber manusia, perancangan kerjaya dan amalan pengurusan sumber manusia, perancangan kerjaya dan personaliti sifat individu mempunyai hubungan signifikan terhadap kejayaan kerjaya dan amalan pengurusan sumber manusia merupakan faktor dominan yang menyumbang kepada kejayaan kerjaya bagi pegawai kerjaan di JPA. Pengkaji mencadangkan supaya sumber manusia di JPA sentiasa menjadikan amalan pengurusan sumber manusia sebagai kaedah yang dapat memberikan dan juga meningkatkan prestasi sekaligus memberi ruang kepada pegawai untuk mencapai kejayaan kerjaya.
The aim of this research is to examine to what extent career success factors can influence human resource management, career planning and individual personality characteristics to government officers in the Public Service Department of Malaysia. This study was conducted at the Public Services Department, Putrajaya, involving a total of 250 respondents consisting of government officers which is from professional and management group. The objective of this study were to (i) the differences significance between gender, age and length of service in the PSD and the analysis using the t test and ANOVA test. While the objective (ii) Analysis Pearson correlation was used to determine the significant relationship between human resource management practices, career planning and personality characteristics of individuals with the career success. While the objective (iii), to see the dominant factor contributing to career success. Results from the analysis and findings shows that the three variables (human resource management practices, career planning and individual personality traits have a significant relationship to successful career and human resource management practices is the dominant factor that immensely contributed to the success career for government officials in the PSD. It is recommended that human resources in the PSD always make sure to using HRM practices as a method that can encourage and also improve performance as well as providing platform for officers to achieve career success in their life.
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1.1 Background of the study

Career is an important part through people’s life. It is about a people’s occupational history and become more and more important in people’ life now. Career success is of concern not only to individuals but also to organizations because employees’ career success can eventually contribute to organization success. Therefore, it is important to both individual and organization. As a manager, his main responsibility is to manage his or her subordinates and as the subordinate, his or her main concern is to manage his own career life. It’s important for the managers and employees to understand and manage their own career effectively and help organization to achieve success in the end.

Career which links individuals and the organizations for which they work has been viewed from both external and internal perspectives. In the 19th and early 20th centuries, the key assets which most firms competed with were physical assets. Of the top 15 firms worldwide in market capitalization in 1928, 10 owed their success to ownership of natural physical assets including minerals, oil, and land. As the 20th century progressed, the physical assets shifted from natural resources to plants and equipment, and financial assets became more important as determinants of competitive advantage (Beames, 2003). Firms such as IBM, AT&T, GM, Eastman Kodak and Sears Roebuck emerged as the world’s most valuable firms by 1969 on the
The contents of the thesis is for internal user only


Babnik, K. (2010). The role of societal and organisational culture in the employees’ attitudes toward the job [Unpublished doctoral dissertation] Ljubljana: University of Ljubljana, Faculty of arts, Department of Psychology.


