

**POLYTECHNIC COMMERCE STUDENTS PERSONALITY FACTORS IN
RELATIONS TO THEIR PREPAREDNESS TOWARDS WORKPLACE**

A thesis submitted to the Graduate School in partial **fulfilment** of the requirements for
the degree Master of Science (Management)
Universiti Utara Malaysia

by

Nek Kamal bin Yeop Yunus

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(Name) Encik Munauwar Mustafa
(*Penyelia Utama/Principal Supervisor*)

Tandatangan
(Signature)

Nama
(Name) Dr. Nik Kamariah Nik Mat

Tandatangan
(Signature)

Nama
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ABSTRAK

Pelajar-pelajar politeknik Malaysia yang bergraduat untuk memasuki **alam** pekerjaan diharapkan telah terdidik, mempunyai personaliti yang baik dan bersedia. Personaliti pekerja mempunyai kesan yang **hebat** ke **atas** gelagat mereka dan seterusnya prestasi di tempat kerja. Oleh itu pengetahuan **tentang** personaliti individu boleh membantu dalam pengurusan sumber manusia yang berkesan. Lantaran perkembangan ekonomi negara yang pesat, tempat kerja telah mengalami perubahan yang ketara sekali dalam ertikata pekerja perlu melengkapkan diri dengan kemahiran teknikal dan personaliti yang baik untuk berjaya. Tujuan kajian **ini** dijalankan ialah untuk menyelidiki andainya terdapat sebarang pertalian yang **positif** antara personaliti pelajar dengan kesediaan mereka terhadap **alam** pekerjaan. Diandaikan pelajar yang mempunyai harga **diri**, kawalan **diri** dan kawalan **lokus** yang tinggi akan **juga** mempunyai prestasi yang tinggi di dalam akademik, latihan industri dan kebolehan menjalankan **tugas**. Kajian **ini** menggunakan kaedah persampelan rawak sistematik dengan soalselidik yang mengandungi 68 **soalan** yang diedarkan kepada 252 pelajar kursus diploma pemasaran, perakaunan dan perniagaan di **enam** buah politeknik di Malaysia. Angkubah tidak bersandar dalam kajian **ini** iaitu (harga **diri**, kawalan diri dan kawalan lokus) sementara angkubah bersandar (prestasi akademik, prestasi latihan industri dan kebolehan pelajar) dianalisa menggunakan pekali korelasi Pearson dan regresi **Stepwise** dalam SPSS. Setelah dianalisa ,didapati pertalian yang bermakna di antara kawalan diri dengan kebolehan pelajar menjalankan **tugas** di tempat kerja. Walaubagaimanapun tidak terdapat pertalian yang bermakna di antara harga **diri** dan kawalan lokus pelajar dengan kesediaan mereka terhadap **alam** pekerjaan. Pelajar perdagangan perlukan kawalan diri untuk berjaya dalam menjalankan **tugas** mereka dalam persekitaran **pasaran** yang majmuk dan kompetitif di Malaysia. Faktor personaliti seperti harga **diri**, kawalan **diri** dan kawalan lokus boleh dipupuk di dalam diri pelajar dengan latihan yang sesuai. Adalah dicadangkan penyelidikan selanjutnya dalam subjek **ini** dijalankan dengan persampelan yang lebih besar sambil menimbangkan **faktor-faktor** lain seperti kaedah pengajaran, jangkamasa latihan dan kesesuaian kandungan kursus.

ABSTRACT

Malaysian Polytechnic students joining the **workforce** are expected to be highly educated, have good personality and well prepared. Employees' personality have great impact on their behavior and performance at the workplace. Therefore knowledge of individual personality can lead to a more effective human resource management. Over the years, due to Malaysian economic growth, the workplace has undergone significant changes in the sense that workers need to prepare themselves with technical skills and good personality in order to be successful. The purpose of the study was to investigate if there was any positive significant relationship between commerce students personality factors with their preparedness towards workplace. It was hypothesized that students with high self-esteem self-monitoring and locus of control would have performed better in terms of industrial training performance, academic achievement and perceived ability to understand and perform at workplace. The methodological approach was systematic random sampling using a structured, 68 items questionnaire which was distributed to 252 marketing, accounting and business students at the six polytechnics in Malaysia. 199 questionnaires were returned and analyzed. The independent variables (self-esteem, self-monitoring, locus of control) and the dependent variables (ability, academic performance and industrial training performance) were analyzed using Pearson correlations coefficient and **Stepwise** regression methods in the SPSS. It was found that there was a positive significant relationship between self-monitoring and students perceived ability to understand and perform at the workplace. However there was no significant relationship between students self-esteem and locus of control with their preparedness towards workplace. Commerce students need self-monitoring in their sales and marketing tasks in order to be **successful** in the heterogeneous market environment in Malaysia. Personality factors like self-esteem, self-monitoring and locus control can be developed in students by proper training. It was recommended that further research on this subject be conducted with larger sample size and by taking into consideration of other factors such as teaching methods, length of training and the relevancy of course contents.

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LIST OF ABBREVIATIONS

POLIMAS	Politeknik Sultan Abdul Halim Muadzam Shah.
POLISAS	Politeknik Sultan Haji Ahmad Shah
PPD	Politeknik Port Dickson
PKB	Politeknik Kota Baharu
PUO	Politeknik Ungku Omar
PKS	Politeknik Kuching Sarawak
PKK	Politeknik Kota Kinabalu
SPM	Sijil Pelajaran Malaysia
HEP	Hal Ehwal Pelajar
CGPA	Cumulative Grade Point Average
GPA	Grade Point Average
USA	United State of America
SPSS	Statistical Package for Social Sciences
ITM	Institut Teknologi Mara
TARC	Tunku Abdul Rahman College
KUSZA	Kolej Agama Sultan Zainal Abidin
EPQ	Eysenk Personality Questionnaires
MBTI	Myer-Brigg Temperament Indicators
R&D	Research and Development

CHAPTER ONE

INTRODUCTION

Malaysia is one of the few countries in the world which has, in the span of two decades, succeeded in bringing about a major socio-economic transformations. The future of our country has been mapped out in the National Development Policy which outlined the steps we will take to become a fully developed nations by the year 2020.

Polytechnics and university students will play an important role in Malaysian future development. Jobs prospects in the 1990's will remain good for workers with tertiary education as the economy expands and sustains it growth.

McGregor (1987) stated the university (and polytechnics) is the proper place for educating managers. It is the function of the university to provide leadership in intellectual fields and therefore to the academic world that industry should look for the best, the most up to date and the most critical thinking on brand matters which **affect** the managerial tasks.

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