

**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,
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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 kerajaan 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.

ABSTRACT

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 groups. The objectives of this study were to (i) the differences in 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 show that the three variables (human resource management practices, career planning and individual personality traits) have a significant relationship to successful careers and human resource management practices is the dominant factor that immensely contributed to the success of careers for government officials in the PSD. It is recommended that human resources in the PSD always make sure to use HRM practices as a method that can encourage and also improve performance as well as providing a platform for officers to achieve career success in their lives.

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LIST OF ABBREVIATIONS

Abbreviation	Description of Abbreviation
HRM	Human Resource Management
JPA	Jabatan Perkhidmatan Awam
SCCT	Social Cognitive Career Theory
PTD	Pegawai Tadbir dan Diplomatik
HR	Human Resource
CPM	Career Planning and Management
MMPI	Minnesota Multiphase Personality Inventory
SCT	Social Cognitive Theory
MBTI	Myers-Briggs Type Inventory
EPQ	Eysenck Personality Questionnaire
PCS	Perceived Career Success
IPIP	International Personality Items Pool
IV	Independent Variable
DV	Dependent Variable
ANOVA	One Way Analysis of Variance

PSD

Public Service Department

KSA

Knowledge Skill Ability

CHAPTER 1

INTRODUCTION

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's 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

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