EMPLOYEES' CAREER VALUES, PERCEIVED

ORGANIZATIONAL SUPPORT AND CAREER SUCCESS

By
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ABSTRACT

Kajian ini dijalankan bagi melihat hubungan diantara nilai kerjaya, *perceived organizational support* dan kejayaan kerjaya. Menggunakan sample rawak mudah, 120 soal selidik diedar kepada dua buah organisasi multinasional dan juga kepada pelajar Sarjana di UUM yang sedang bekerja dipelbagai organisasi di Negeri Kedah. Hanya 79 memberi maklum balas kepada soal selidik yang diedarkan. Analisa korelasi dan regrasi dibuat bagi menentukan tahap signifikan pembolehubah nilai kerjaya dan *perceived organizational support* ke atas kejayaan kerjaya. Analisa data mendapati bahawa nilai kerjaya dan *perceived organizational support* mempunyai hubungan yang signifikan dengan kejayaan kerjaya. Penemuan kajian mendapati bahawa kedua-dua pembolehubah hanya mempengaruhi 40% varian terhadap kejayaan kerjaya. Ini bermaksud, terdapat angkubah lain yang mempengaruhi kejayaan kerjaya. Kajian seterusnya boleh melihat pembolehubah seperti *human capital, socio-demographic status* dan *stable individual differences* yang mungkin mempengaruhi kejayaan kerjaya.

ABSTRACT

This study was carried out to examine the relationship between career values perceived organizational support and career success. Using convenient sampling, data was gathered using 120 questionnaires sent to two multinationals companies and Master's degree students who work in various organizations in the Kedah state of Malaysia. Only 79 responded to the questionnaire. Correlation and regression analysis were performed to determine the significance of the two independent variables, career values and perceived organizational support on career success. Analysis of the data revealed that career values and perceived organizational support both have significant but moderate relationship with career success. The findings show that both variables, that is, career values and perceived organizational support only influence approximately 40 percent variance on career success. This means there other factors that could not be explained by this study that determine career success. Future research should look at other variables such as human capital, socio-demographic status and stable individual difference that might influence career success.

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INTRODUCTION

1.1 Background of Study

Career success among employees in organization has been a concept that has attracted the attention of scholars for a very long time and it is still being studied to this day. The meaning of career success has become clear to industry practitioners, researchers and scholars alike, but there is no agreement as to how best to help employees and organizations achieve career success. This has been a subject of contention among researchers. Researchers like Arthur, Khapova and Wilderom (2005); Punnett, Duffy, Fox, Gregory, Lituchy, Miller, Monserrat, Olivas-Lujan and Santos (2007) have conducted studies on career success in order to understand the concept of employees' career success in organization. Studies have examined the concept of career success from different directions including that of organizational commitment, Joo and Park (2009), perceived organizational support, Eisenberger, Cummings, Armeli and Lynch (1997) and human capital development, Ballout (2007). Consequently, these studies conducted on career success have contributed to the body of knowledge on career success, however, only a few studies (Chen, 2010; 2011) have attempted to investigate the concept (career success) using the combined variables of career values and perceived organizational support in order to see the roles the variables play in enhancing employees' career success.

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