

# The Relationship between Innovative Work Behaviors and Subjective Career Success among Employees in Selected Private Organisation

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**Abstract:** *Innovations are crucial factors in enabling organisations to effectively adapt to rapid changes in the working environment and to gain a competitive advantage. Employee's career success increases when they are applying innovative work behaviors. This study attempts to examine the relationship between innovative work behaviors (opportunity exploration, idea generation, idea promotion, idea realisation & reflection) and subjective career success among employees in selected private organisations at Kuching, Sarawak. A quantitative research design was utilized for this study. Data were collected by simple random sampling with 123 completed questionnaire were successively collected. The findings of this study were analysed using Pearson Correlation Analysis and Multiple Linear Regression (Stepwise). Results revealed that there are statistically significant relationship between (opportunity exploration, idea generation, idea promotion, idea realisation & reflection) and subjective career success. Furthermore, result show that idea realization is the highest significant predictor towards subjective career success. The findings of this study provide significant information for HRD practitioners emphasise to establish an environment that support innovation in order to make the greater experience of subjective career success.*

**Keywords :** *Innovative Work Behaviors, Subjective Career Success, Private Organisation*

## I. INTRODUCTION

Today, innovations are crucial factor in enabling organisations to effectively adapt to rapid changes in working environment and to gain a competitive advantage. Innovations are referred to novel and potentially useful

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products or processes that are developed to address problems or improve the status quo of a particular work context. This includes rethinking and changing underlying principles of organisational work. Organisations are facing greater demand to engage in innovative work behaviors in order to sustain competitive and lead the change process itself [1].

Since organisations rely so much mainly on employees to innovate their processes, methods and operations, the contribution toward innovative development are necessary and expected from employees. Employee's contributions towards innovative development are referred as innovative work behaviors (IWB) which encompasses all work activities carried out in relation to the development of innovations [2]. Scholars also proposed that innovative work behaviors (IWB) were form from five interrelated sets of behavioral activities namely opportunity exploration, idea generation, idea promotion, idea realization and reflection. According to Dy Bunpin et al. [3], when employees engaged in innovative work behaviors, they can adopt positive attitudes and respond appropriately to collaborators, customers and managers. Hence, the necessity for organisations to nurture innovative mindsets among employees to deliver more value creation is crucial in order to sustain longer-term survival and success [4].

Prior study suggested that future researchers should test whether innovative work behaviors will influence career success [5]. Career success is defined as, "positive psychological or work-related outcomes or achievement one has accumulated as a result of one's work experiences" [3]. Although the study of career success has progressed significantly, most of career success research has been conducted mainly focusing in overseas region [6] - [12].

From the Malaysian perspectives, past studies on career success have mostly been associated with women and academicians [13] - [15]. There is a limited study focuses on the relationship between innovative work behaviors and subjective career success. As postulated by Dailey, Morris & Hoge [16], employee's career success increase when they are applying innovative work behaviors. Hence, it is important for organisations and human resource development (HRD) practitioners to study the linkages between innovative work behaviors and career success.

### A. Problem Statement

Social Cognitive Career Theory proposed that individuals exercise personal agency in their career development are conceived as a function of an individual's self-efficacy, outcome expectations, goals, and