



Faculty of Cognitive Sciences and Human Development

**THE RELATIONSHIP BETWEEN JOB RELATED FACTORS AND
ORGANIZATIONAL FACTOR WITH CAREER CHOICE AMONG
EMPLOYEES**

Yong Suk Feng

68138

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Final Year Project Report

Masters

PhD

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**THE RELATIONSHIP BETWEEN JOB RELATED FACTORS AND
ORGANIZATIONAL FACTOR WITH CAREER CHOICE AMONG EMPLOYEES**

YONG SUK FENG

This project is submitted
in partial fulfilment of the requirements for a
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The project entitled ‘The Relationship between Job Related Factors and Organizational Factor with Career Choice among Employees’ was prepared by Yong Suk Feng and submitted to the Faculty of Cognitive Sciences and Human Development in partial fulfillment of the requirements for a Bachelor of Science with Honours (Human Resource Development)

Received for examination by:

agatha

(DR. AGATHA LAMENTAN ANAK MUDA)

Date:

2 July 2021

Gred A

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ABSTRACT

Career choice is an important process that an individual has to make in their life. Choosing the right career will increase one's job satisfaction. However, wrong career choice will lead to work fatigue, regret, discomfort, complaints and eventually quitting work. The purpose of this study is to investigate the job related factors and organizational factor with career choice among employees. The independent variables are job related factors (salary and benefits, work preferences) and organizational factor (career advancement opportunities). The dependent variable is career choice. A total of 44 employees who working in private sector were selected as the sample in this study. This study used quantitative approach and survey questionnaires were distributed to collect relevant data. Statistical Package of Social Science (SPSS) Software version 23 was used to analyse the data collected from the respondents. Pearson Correlation Coefficient was used to determine the relationship between variables. The findings of the study shows that there is a significant relationship between salary and benefits, work preferences and career advancement opportunities with career choice. Discussion of research findings, implications and recommendations were presented to propose beneficial suggestions and call for further studies. As a conclusion, this study enable individuals to understand factors that related to career choice which allow them to be resolved through guidance in order to make more effective career choices.

Keywords: Career choice, salary, benefits, work preferences, career advancement opportunities, job related factors, organizational factor

ABSTRAK

Pilihan kerjaya adalah proses penting yang harus dibuat oleh individu dalam kehidupan mereka. Memilih kerjaya yang tepat akan meningkatkan kepuasan kerja seseorang. Namun, pemilihan kerjaya yang salah akan menyebabkan keletihan kerja, penyesalan, ketidakselesaan, rungutan dan akhirnya berhenti kerja. Tujuan kajian ini adalah untuk mengkaji faktor berkaitan pekerjaan dan faktor organisasi dengan pemilihan kerjaya di kalangan pekerja. Pemboleh ubah bebas adalah faktor berkaitan pekerjaan (gaji dan faedah, keutamaan kerja) dan faktor organisasi (peluang kemajuan kerjaya). Pemboleh ubah bersandar adalah pilihan kerjaya. Sebanyak 44 pekerja yang bekerja di sektor swasta dipilih sebagai sampel dalam kajian ini. Kajian ini menggunakan pendekatan kuantitatif dan soal selidik diedarkan untuk mengumpulkan data yang relevan. Statistical Package of Social Science (SPSS) versi 23 digunakan untuk menganalisis data yang dikumpulkan daripada responden. Pekali Korelasi Pearson digunakan untuk menentukan hubungan antara pemboleh ubah. Dapatan kajian menunjukkan bahawa terdapat hubungan yang signifikan antara gaji dan faedah, keutamaan kerja dan peluang kemajuan kerjaya dengan pilihan kerjaya. Perbincangan penemuan penyelidikan, implikasi dan cadangan dikemukakan untuk memberikan cadangan bermanfaat dan mengalakkan kajian lebih lanjut. Sebagai kesimpulan, kajian ini membolehkan individu memahami faktor-faktor yang berkaitan dengan pilihan kerjaya yang membolehkan masalah mereka diselesaikan melalui bimbingan untuk membuat pilihan kerjaya yang lebih berkesan.

Kata kunci: Pilihan kerjaya, gaji, faedah, keutamaan kerja, peluang kemajuan kerjaya, faktor berkaitan pekerjaan, faktor organisasi

CHAPTER ONE

INTRODUCTION

1.1 Background of Study

Career decision-making is one of the most important process that an individual has to make in their life. In today's competitive environment, career become an important part of our life. Career provide people with a sense of purpose, challenge, self-fulfilment, and income. In addition, careers also provide sources of identity and creativity, status and social networking (Choo et al., 2012).

Choosing the right career is crucial for those who are about to enter the workforce and those employees intend to change career. Career choices have a lasting impact on individuals. It can predict and determine their expected income level, the nature of their work and hence leave a mark on their personality, behaviours and opinions. However, wrong decision will also change the fate of an individual.

In addition, employers now have difficulty in finding suitable candidates. When some employers tried to find potential candidates, these employees refuse to work with the same employer for more than one year. It should also be noted that nearly thousands of graduates graduate from universities each year, and there are more than thousand vacancies in the organization (Stone, 2007).

Moreover, with the increase competition arises among organizations to hire potential candidates and to decrease employees' turnover rate, it is important for employers to what are the factors that associated with an individual's career decision making. Besides, in order to overcome clueless among employees about their future career path, it is important for them to consider these factors which will enable them to plan their career better. The correct career decision is the key to success.

Intensive career decision-making processes may help to reduce job hopping rates, because the current position meets employee expectations. In this way, employees are able to successfully design their own talents, rather than constantly changing their careers, thereby affecting their personal execution. When a person makes a wrong career choice, it gives an impact on both of personal and organizational performance. Individual who make wrong career decisions sooner will feel dissatisfied, or even stressed when completing tasks or work. Individuals need to seek occupations that best suit their needs. Excellent career decisions will enable individuals to find jobs effectively, which can reduce the country's unemployment rate (Achim et al., 2019). Therefore, this study is conducted to determine the relationship between job related factors and organizational factor with career choice among employees.

1.2 Problem Statement

Career decision-making process is one of the important matters in an individual's life. People may encounter many problems when making their career choice. The wrong career choice will lead to lifelong consequences. Such people become a source of inefficiency due to poor performance, not only for themselves but also for their organizations (Ahmed et al., 2017).

Understand the factors associated with career choice is crucial for future career path of employees. It should also be noted that in some cases, employees work in an organization later found out that they becoming less interest in the particular field. If choose the wrong career choice, the result will be work fatigue, regret, discomfort and complaints, all of this will lead to terrible life experiences (Meddour et al., 2016).

Unemployment issues are increasingly becoming a global disease in all developing and developed countries. Although the Malaysian government provides employment opportunities every year to fill vacancies in the government or the private sector,

unemployment issues is still exists (Nachiappan et al., 2018). The problem here is that the increasing competitions in job market which cause career opportunities are very scarce today. Employees should pay more attention to this issue so that they can make right career choice and reduce turnover rate.

Moreover, it is crucial for researcher to conduct such research. This is because most of the past research papers conducted on career decision making were completed a few years ago (See, 2009). The findings of past research papers may be outdated, and current employee employment trends may be differ from past research. Thus, it cannot reflect the current career decisions of employees. In addition, such research conducted in Malaysia is limited (Sibson, 2011). Therefore, this study aims to determine the latest trends of employees in private sector in their career decision-making.

1.3 Research Objectives

1.3.1 General Objective

To study the relationship between job related factors and organizational factor with career choice.

1.3.2 Specific Objective

1. To identify the relationship between salary and benefits and career choice.
2. To identify the relationship between work preferences and career choice.
3. To identify the relationship between career advancement opportunities and career choice.

1.4 Research Hypothesis

H_{a1}: There is a significant relationship between salary and benefits and career choice.

H_{a2}: There is a significant relationship between work preferences and career choice.

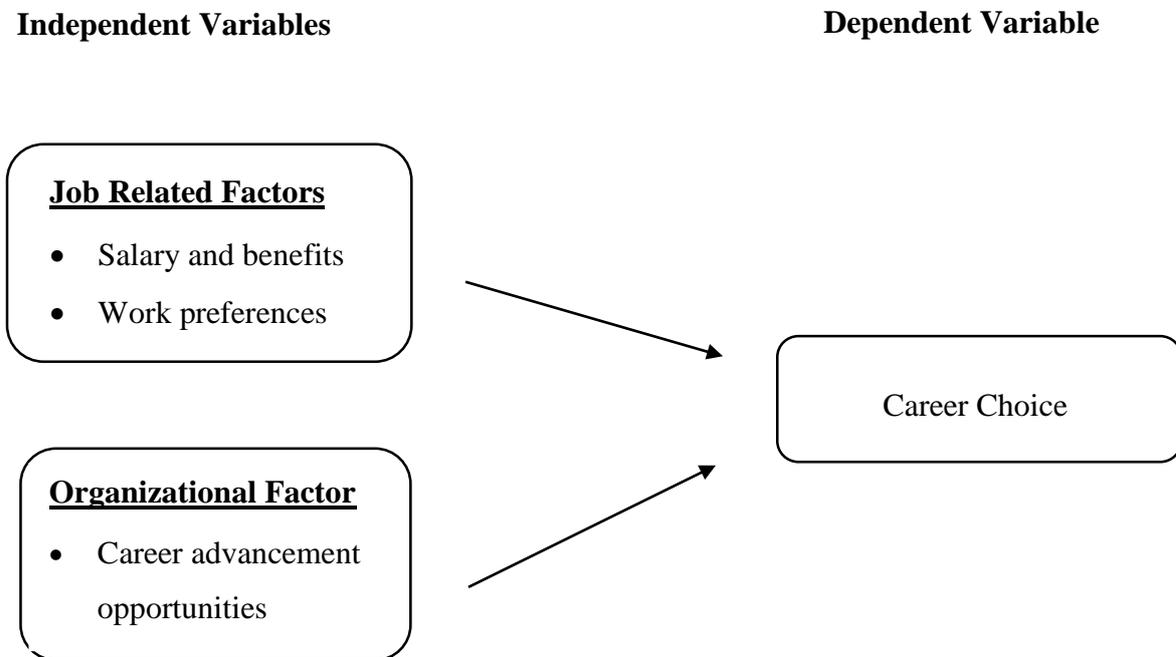
H_{a3}: There is a significant relationship between career advancement opportunities and career choice.

1.5 Conceptual Framework

Figure 1.1 shows the conceptual framework that based on research objectives. This study focus on the relationship between job related factors and organizational factor with career choice among employees. This study has independent and dependent variables. Independent variables are job related factors (salary and benefits, work preferences) and organizational factor (career advancement opportunities). The dependent variable is career choice.

Based on past research, job related factors which consists of salary and benefits and work preferences relate to career decision making by an individual (Selvanathan, et. al., 2016). Job characteristics that associated with a person's career choice including salary, job security and job environment (Woo & Teng, 2019). According to Wen et al. (2018), salary and benefits is crucial in making career choice as it will affect employees' short-term and long-term financial status of the company and individuals. Moreover, work preference will affect career choice decisions and it is a key determinant of work attitude and motivation of employees (Gilbert et al, 2008). Organizational factor on career choice relate to the employers interested to develop and maintain the commitment of employees. Organizational factor consists of career advancement opportunity factors it shows that career advancement

opportunities always be one of the main motivational tools in career decision making (Aycan & Fikret-Pasa, 2003).



Sources: Adopted and adapted from Selvanathan, Ali, Mariadas, Perumal, and Tan, (2016)

Figure 1.1: Conceptual Framework

1.6 Significance of Study

1.6.1 Significance to Organization

This research enables employees to discover their personal needs and apply for occupations that best meet these needs. In addition, this study is also beneficial to the owners of organizations, as this research enhance business owners and workers' understanding of the possible factors that have relationship with the career choices of employees. Therefore, by recognizing needs when choosing a career, it can reduce job-hopping rates and increase job satisfaction.

1.6.2 Significance to Body Literature

This study help to discover and analyse various factors that associated with the career choice among employees. This research enables employees to find out what was their personal needs and apply for occupations that best fit their needs. This research helps to improve employees' understanding of what needs to be considered when making career decisions. Therefore, by recognizing needs when choosing a career, employees can reduce job-hopping rates and increase job satisfaction. It is also expected to raise the awareness of future researchers whereas this study can provide baseline information on the current state of factors that determine the employee's career choices.

1.6.3 Significance to Related Industry

Employers are able to gain more information about the factors associated with career decision making among employees through this study. Preparing oneself for future role in the workplace is becoming more important for employees. Due to changes in the workplace, the challenge is how to make employees competitive in the world-class workforce. By understanding the factors that associated with employees' career choices, employers can propose appropriate training programs to improve employees' interpersonal skills, communication skills and leadership skills. When the reward system and organizational culture suit their lifestyle, this will motivating employees to be more engaged in their work and they will be more likely to stay with the company.

1.7 Limitation of Study

The study just cover on few variables which is job related factors consists of salary and benefits and work preferences and organizational factor which consists of career advancement opportunities and career choice. There are some other factors that related to this study however, due to limited sources, researcher has choose to investigate the relationship

between job related factors (salary and benefits and work preferences) and organizational factor (career advancement opportunities) with career choice among employees. In addition, the study just using respondents from private sector in Bintulu. Hence, the result of the research may not being able to reflect the entire population of employees in Malaysia. Lastly, the study just using questionnaire, a quantitative design which only require respondents to answer on the questionnaire that best represents their thoughts. Although it is a convenience approach to respondents to answer the questionnaire, but it would limit the researcher to gain deeper understanding and thoughts from the respondents.

1.8 Definition of Terms

1.8.1 Job Related Factors

Conceptual definition: Job related factors means associated with a job which refers to practices used by employers to help employees understand jobs or job roles (Matata et al., 2014).

Operational definition: It refers to the factors that associated with job that have an influence on one's career choice. Job related factors in this study consists of salary and benefits and work preferences that is important when choosing a career and as a motivation to employees' commitment and their decisions whether to stay in an organization.

1.8.1.1 Salary and Benefits

Conceptual definition: Salary is a fixed amount of money or remuneration that paid to employees in return for completing tasks and jobs in the organization (Heathfield, 2013).

Benefits defined as indirect, non-cash or cash compensation paid to employees that beyond normal wages or salaries (Merhar, 2016).

Operational definition: Salary and benefits refer to the pay, benefits, bonuses and so forth that an organization paid to employees which is an important factor that influence selection of career. Salary and benefits is assessed based on The Pay Satisfaction Questionnaire (PSQ) by Heneman and Schwab (1985).

1.8.1.2 Work Preferences

Conceptual definition: Work preference is an individual's expected outcomes of engaging in paid work (Konrad et al., 2000).

Operational definition: Work preferences refer to work values, work attributes, interests, motivation and practical considerations related to work. Work preferences is assessed using Work Preference Inventory introduced by Amabile, Hill, Hennessy and Tighe (1994).

1.8.2 Organizational Factor

Conceptual definition: Organizational factor is relate to an organization or the way it is set up which refers to the policies and practices that an organization has put in place to improve the professional efficiency of employees (Seema & Sujatha, 2013).

Operational definition: In this study, organizational factors refer to career advancement opportunities provided by an organization to encourage talented employees to stay in the organization.

1.8.2.1 Career Advancement Opportunities

Conceptual definition: Career advancement opportunities is the opportunity to be promoted to a higher position, advance in the company or position, or take on more responsibilities in the current role (Wirtanen, 2018).

Operational definition: Career advancement opportunities is motivating tools for employees to de career choice decisions. Access to available opportunities will give employees a great

chance to choose the best career that match their abilities. Career advancement opportunities can be assessed through Career Development Assessment by Whitaker (2018).

1.8.3 Career Choice

Conceptual definition: The term career means occupation or profession, and there are some people who needs special training, followed as one's lifework (Bopp et al., 2009). Career choice is refer to a decision that regarding to which profession to pursue and it is one of the many work and leisure decisions that people make in life (Stumpf, 2015).

Operational definition: Career choice is a critical decision made by an individual to choose a profession or occupation that suits individual needs. Career choice is assessed using Career Decision-Making Self-Efficacy Scale is originated by Betz, Klein, and Taylor (1996).

1.9 Summary

This chapter discussed the background and problem statement of the study. Research objectives and hypothesis is presented in this chapter. In addition, a conceptual framework was developed to examine the relationship between each independent variable and the dependent variable. Significance of study and definition of terms is also discussed in this chapter.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter involve a review on relevant literature. First, researcher discuss the variables of the study. Next, this chapter present the theory related to the study and follow by discuss on past similar findings.

2.2 Discussion on Variables

2.2.1 Job Related Factors

Job related factors refers to factors that associated with job that can affect employee's satisfaction, commitment and motivation to the job (Matata et al, 2014). Job related factors in this study consists of salary and benefits and work preferences.

2.2.1.1 Salary and Benefits

Nowadays, salary become an important reason for employees in choosing their career. This is because money could provide a better lifestyle, economic security and well-being to employees. Due to the increasing cost of living, most job seekers, especially fresh graduates, will be more willing to choose jobs that offer higher salaries. Therefore, salary factor will be their top priority. Besides that, salary and benefits are the most important factor in determining job satisfaction for most of the Malaysian urban workers (Ganesan et al, 2018). The common benefits available in Malaysia are Employees Provident Fund (EPF) and SOCSO (Gunasegaram, 2012). Furthermore, benefits may also include medical, dental and disability insurance, vacations, paid sick leave, pensions, and other benefits that offered by employers to employees in addition to salary (Moy & Lee, 2002). According to Heathfield