The effect of individual and organizational related factors that support career development towards employees’ career satisfaction. Proceedings of the 2nd Entrepreneurship and Management International Conference organized by Universiti Teknologi Mara & UNIMAP, 17-19 December, Perlis, Malaysia.

THE EFFECT OF INDIVIDUAL AND ORGANIZATIONAL RELATED FACTORS THAT SUPPORT CAREER DEVELOPMENT TOWARDS EMPLOYEES’ CAREER SATISFACTION

Dayang Kartini Abang Ibrahim  
Faculty of Cognitive Sciences and Human Development  
Universiti Malaysia Sarawak, Malaysia  
aidkartini@fcs.unimas.my

Siti Mariam Sulaiman  
Faculty of Cognitive Sciences and Human Development  
Universiti Malaysia Sarawak, Malaysia

Victoria Jonathan  
Faculty of Cognitive Sciences and Human Development  
Universiti Malaysia Sarawak, Malaysia  
jvictoria@fcs.unimas.my

ABSTRACT:

Over the past several years, a number of researchers have examined employees’ career success which paying particular attention to the individual and organizational factors that have impact on the construct of their employees’ career satisfaction. This study examined the effect of individual and organizational related factors that support career development towards employees’ career satisfaction. A 40-item questionnaire was constructed and administered to 158 respondents in government sectors. The analytical procedure of Pearson Correlation Analysis was utilized to determine the predicting strength among career satisfaction and the independent variables. Pearson Correlation Analysis revealed that positive correlation existed between the independent variables (perceived organizational support, organizational learning culture, empowerment and career management behavior) and dependent variable (employees’ career satisfaction). This study provides new support to previous research about the individual and organizational related factors that support career development which enable to enhance employees’ career satisfaction especially in government sector. Reasons for these findings are discussed.

Key words: Career Development, Employees’ Career Satisfaction, Perceived Organizational Support, Empowerment, Career Management Behaviour