

**AIMC-2019-SSH-1387: THE RELATIONSHIP BETWEEN INNOVATIVE WORK BEHAVIOURS AND SUBJECTIVE CAREER SUCCESS AMONG EMPLOYEES IN SELECTED PRIVATE ORGANISATION IN SARAWAK**

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**Abstract:** Studies on career success within Malaysia context have been mostly associated on women and academicians. However, there is a paucity of information regarding the relationship between innovative work behaviours and subjective career success despite of the necessity for organisations and HRD practitioners to study the linkages between innovative work behaviours and career success. Thus, the purpose of this study is to examine the relationship between innovative work behaviours; opportunity exploration, idea generation, idea promotion, idea realisation and reflection and subjective career success among employees in the selected private organisation at Kuching, Sarawak. A quantitative research design was utilised for this study. The data was obtained through online self-administered questionnaire among 123 construction employees who are currently working at private construction company in Kuching, Sarawak. The findings of this study were analysed using Pearson's correlation analysis and multiple linear regression (Stepwise). The result revealed that innovative work behaviours (IWB) have a positive and moderate effect on subjective career success, which is significantly indicating the important role played by IWB in increasing the career success of employees. Another result showed that idea realisation, reflection and opportunity exploration are the significant predictors toward subjective career success. This study suggests for HRD practitioners to provide an environment that supports innovation in order to enable employees generating and apply innovative ideas and methods to practice in order to make the greater experience of subjective career success.

**AIMC-2019-SSH-1525: TEAMWORK SOFT SKILL DEVELOPMENT IN FACING THE GLOBALIZATION**

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**Abstract:** The globalization has impacted to creating the multicultural business environments that tend to make some handicaps in establishing an effective team working. Teamwork is one of the crucial soft skills that professionals must have in contributing to the succession of a business in the globalization era. This study aims to explore the evidence of the learning process as a contribution to developing the teamwork soft skill for the students of Bina Nusantara University in Jakarta. The data collection of the research is taken by using the observation, distributing the questionnaires to the students and interviewing the students and the lecturers. The data will be analyzed by using descriptive qualitative analysis. The results show that the students are enthusiastic in developing their teamwork soft skill through implementing the discussion group and finalizing the project group assignment in order to achieve the high scores of assessments. This implies that the students must possess the teamwork soft skill in order to develop effective teamwork in facing the multicultural business environment as impacts of the globalization era.

**AIMC-2019-SSH-1585: MULTIPLE INTELLIGENCE FOCUSING ON PRACTICAL SUBJECTS AMONG FINAL YEAR STUDENTS OF SCHOOL OF EDUCATION, UTM**

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**Abstract:** This study was conducted to identify the significant differences between female students and male students who took the workshop's practical subjects. Therefore, three objectives of the study are to identify the multiple intelligences among students, the dominant of multiple intelligence in the workshop's practical subjects and to identify the significant differences between multiple intelligences and the gender of the 4th year student from School of Education, Faculty of Social Science and Humanities, Universiti Teknologi Malaysia in the subject practical workshop. The design of this study is a descriptive study using quantitative data. In this study, the population identified consists of 204 4th year students of the School of Education, Faculty of Social Science and Humanities who attended the Bachelor of Technology with Education in Mechanical Engineering (SPPJ), Buildings (SPPQ), Electrical and Electronic (SPPR) and Living Skills (SPPH). A total of 180 samples were identified based on sampling formula and the instrument used was a set of questionnaire with reliability value of  $\alpha = 0.86$  which contained 48 items in part B based on multiple intelligence and respondent demographic in part A. The study data was processed using Statistical Package for Social Sciences SPSS version 25 to get the results of the study in the form of descriptive analysis like percentage, frequency, mean score and standard deviation while inference analysis with independent T-test to find mean difference between gender. The findings show that each student has more than one intelligence for each respondent and the intelligence of Naturalist, Intrapersonal, Verbal Linguistics and Kinesthetic Body is the dominant intelligence of the students. In addition, the findings showed that there was no significant difference between the multiple intelligences and the gender of the students. In conclusion, intelligence varies by individual and is unrelated to gender and intelligence can be enhanced through education and experience

**AIMC-2019-SSH-1633: ROLE OF GRIT IN SECONDARY SCHOOL STUDENTS' ACADEMIC ENGAGEMENT AND PERFORMANCE : A META ANALYSIS**

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**ABSTRACT** BOOK

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