



**A STUDY ON FACTORS AFFECT CAREER SUCCESS AMONG EMPLOYEES IN  
TENAGA NASIONAL BERHAD (TNB) MALACCA**

**FITRI NUR HIDAYAH BINTI SIPULIZAN**

**2013125833**

**PRISILA AREN ANAK TIMBANG**

**2013471898**

**BACHELOR OF BUSINESS ADMINISTRATION (HONS)**

**HUMAN RESOURCES MANAGEMENT**

**MARA UNIVERSITY OF TECHNOLOGY MALACCA CITY CAMPUS**

**JULY 2016**



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)**  
**HUMAN RESOURCE MANAGEMENT**  
**MARA UNIVERSITY OF TECHNOLOGY MALACCA CITY CAMPUS**

**“DECLARATION OF ORIGINAL WORK”**

We, Fitri Nur Hidayah Binti Sipulizan and Prisila Aren Anak Timbang, (I/C Number: 930228-06-5080 & 940711-13-6052)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and source of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## **LETTER OF SUBMISSION**

Date of submission

The head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

Mara University of Technology Malacca City Campus

Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project titled “A STUDY ON FACTORS AFFECT CAREER SUCCESS AMONG EMPLOYEES IN TENAGA NASIONAL BERHAD (TNB) MALACCA” To fulfill the requirement as needed by the Faculty of Business Management, Mara University of Technology Malacca City Campus.

Thank you.

Yours sincerely,

**PRISILA AREN ANAK TIMBANG & FITRI NUR HIDAYAH BINTI SIPULIZAN**

2013471898

2013125833

Bachelor of Business Administration (Hons) Human Resource Management

## **ACKNOWLEDGEMENT**

All praise to Allah S.W.T., the most merciful and the most benevolent for giving us the opportunities and strength in completing this research.

Here, we would like to express our greatest thanks to our advisor, Dr. Ramesh Krishnan for being very patient, helping us to get ideas regarding our topic and also to his valuable advice, support, time and encouragement. We really appreciate his guidance from the initial to the final level that enables us to develop an understanding of this research thoroughly. Without his advice and assistance it would be a lot tougher for us to complete this research.

We also would like to convey a lot of thanks to our supervisor at TNB Malacca each and every one who involve directly or indirectly with us who has given commitment and support to complete our this final research.

Moreover, sincere thanks to our second examiner Miss Rozana and never forgotten all lecturers from UiTM Melaka. We also would like to give deepest appreciation and thanks to our family for their mutual support to us in completing our research. Last but not least, apologize from us for any mistakes and weaknesses of this research. We sincerely welcome any comments and suggestions for further improvements for our betterment.

THANK YOU.

## **ABSTRACT**

This paper presents the analysis on the factors that affect the career success among employees in TNB Malacca. The research wants to identify the relationship between job satisfactions, self-esteem and career adaptability with the career success where focused the three elements that necessarily related and act as the independent variables for this study. The three objectives are presented which is first, to identify the relationship between job satisfaction and career success among employees, second to study the effect of self-esteem and career success among the employees and the third objectives are to determine the effect on the career adaptability and career success among employees in TNB Malacca. For this purpose, 97 reliable respondents from TNB Malacca were studied. The finding showed that only two variables have significant relationship which is self-esteem and career adaptability. Thus, these two variables consider as the factors that affect the career success among employees in TNB Malacca. Meanwhile, one variable showed negative relationship is the job satisfaction which considers not the factors that affecting career success among employees. This study refers to primary data and also secondary data for supporting the sampling technique. Meanwhile, the researcher use questionnaire as the method to collect the data and information from sample respondents in accomplishing the research objectives. The result of research was analyzed using multiple statistical procedures which are reliability analysis, correlation analysis and multiple regression analysis. The results of study presented in this research agree that self-esteem and career adaptability are the most factors that affecting career success. This study can be seen as a foreword to a more detailed study to be carrying by future research on the factors of career success among employees.