



THE RELATIONSHIP BETWEEN SUPERVISORY SUPPORT, LEARNING GOAL  
ORIENTATION, PROACTIVE PERSONALITY AND CAREER ADAPTABILITY AMONG  
ENGINEERS AT TEXAS INSTRUMENTS ELECTRONICS MALAYSIA SDN. BHD.

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2016709611

BACHELOR OF BUSINESS ADMINISTRATION (HONS.) HUMAN RESOURCE  
MANAGEMENT

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TEKNOLOGI MARA KAMPUS BANDARAYA MELAKA

JANUARY 2020

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HONS.) HUMAN RESOURCE  
MANAGEMENT FACULTY OF BUSINESS MANAGEMENT UNIVERSITY TEKNOLOGI  
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I, SITI HAWA BINTI MAZLAN, (I/C NUMBER: 950508-04-05250)

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 sources of my information have been specifically acknowledge

Signature: SITI HAWA Date: 13 JANUARY 2020

## LETTER OF SUBMISSION

January 2020,

Puan Ainaa Idayu Binti Iskandar  
Lecturer of Universiti Teknologi MARA (UiTM)  
Cawangan Melaka, Kampus Bandaraya Melaka,  
110, Off Jalan Hang Tuah,  
75300, Melaka.

Dear Madam,

### **SUBMISSION OF PROJECT PAPER**

Enclosed herewith is the project paper entitled **THE RELATIONSHIP BETWEEN SUPERVISORY SUPPORT, LEARNING GOAL ORIENTATION, and PROACTIVE PERSONALITY AND CAREER ADAPTABILITY AMONNG ENGINEERS AT TEXAS INSTRUMENTS ELECTRONICS MALAYSIA SDN. BHD.** To fulfil the requirement as needed by the Faculty of Business Management Universiti Teknologi MARA (UiTM).

Thank You.

Sincerely,

*SITI HAWA*

Siti Hawa Binti Mazlan  
BBA (Hons.) Human Resource Management  
2016709611

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## **ABSTRACT**

Career adaptability refers to the flexible attribute of individuals toward their career endeavour in the face of volatile circumstances. In striving towards a high-income nation status by 2020, the Malaysia's manufacturing sector remains a core sector for sustainable growth under the 11<sup>th</sup> Malaysia Plan. The manufacturing sector has played a vital role in the economic transformation as Malaysia continue to attract huge investments in the manufacturing sector despite a challenging economic environment due to its highly-diversified economy, strong manufacturing foundation, developed infrastructure and connectivity, proactive Government policies and hardworking workforce. As the technology continually improve in Malaysia, every employee needed to be equipped with advance skills and knowledge especially among engineers. The improvement in technology also urges employees to be adaptable in any changes that occur in their career. Hence, this study is to assess the relationship between supervisory supports, learning goal orientation, proactive personality and career adaptability among engineers at Texas Instruments Electronics Malaysia Sdn. Bhd. (TIEM). Data was obtained from 118 questionnaires for these researches are from among engineers at TIEM. The result analysed with Statistical Package for the Social Science (SPSS) indicates a positive and significant correlation between supervisory support, learning goal orientation, proactive personality and career adaptability among engineers with supervisory support having the strongest significant relationship with career adaptability. Thus, it is noteworthy to mention that supervisor or employer should have taken proactive action in making sure the subordinates are ready to adapt for any changes in their career.