



FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES  
UNIVERSITI TEKNOLOGI MARA

CAREER DEVELOPMENT MANAGEMENT  
IN SABAH SPORTS BOARD

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## DECLARATION

I hereby declare that the work contained in this research proposal is my own except those which have been duly identified and acknowledged.

Signed



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## **1.0 INTRODUCTION**

### **1.1 BACKGROUND OF THE STUDY**

Leibowitz, Farren & Kaye, 1986; Lips-Wiersma & Hall, 2007 pointed out that Career Development is a process where employees strategically explore, plan, and create their future at work by designing a personal learning plan to achieve their potential and fulfil the organization's learning, seeking opportunities, taking risks, and finding ways to contribute to the organization in a productive and motivated fashion.

To achieve a balance between an individual's career needs and the organization's workforce requirements, it involves an organized, formalized and planned effort. Organizations can encourage employees to manage their own careers while employees need to follow through with the responsibility of managing their own career development.

The organization can also promote more employees from within their company because they have developed and easily identified their internal leaders. Career developments programs provide opportunities for employees to thrive in their current job and at the same time supplying the means to make either a horizontal or vertical career move possible.

### **1.2 PROBLEM DEFINITION**

In today's economy, attracting, developing and retaining employee talent is a core capability for any successful organization. Two keys and interrelated areas in which leading organizations are pay increase attention to are career development and succession planning.