



اَوْنِبُوْر سِيْتِي تِي كِنُوْلُو كِي مَارَا
UNIVERSITI
TEKNOLOGI
MARA

FAKULTI PENGURUSAN PERNIAGAAN
SARJANA MUDA PENTADBIRAN PERNIAGAAN (KEPUJIAN) PERNIAGAAN
ANTARABANGSA (BM246)

IBM 672

PROJECT PAPER

**ROLES OF POLITICAL SKILL TOWARDS WHITE-COLLAR EMPLOYEES'
ADAPTIVE PERFORMANCE IN MALAYSIA**

PREPARED FOR:

DR NUR MELISSA BINTI MOHAMMAD FAISAL WEE

PREPARED BY:

WAN NURAIN ADLINA BT MOHD HASSAN

2017267392

JULY 2020

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HONS)
INTERNATIONAL BUSINESS
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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I, Wan Nurain Adlina Binti Mohd Hassan,

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 acknowledged.

Signature:

Date: 25th July 2020

Wan Nurain Adlina Binti Mohd Hassan

ACKNOWLEDGEMENT

By the name of Allah S.W.T The Almighty and The Most Merciful

I would like to express my deepest gratitude to the Creator of all being for giving me the opportunity to pursue my higher-level education, I am very well aware that this opportunity is a chance for me to learn and hopefully in the future to make great contributions to this country. Through the strength and patience that He has granted me has made it possible for me to complete this project paper. It would not have been possible without His permission, guidance and blessing.

My utmost gratitude to my respectable advisor, Dr Nur Melissa Binti Mohammad Faisal Wee for her continuous support and guidance throughout the course of the completion of this project paper. She has never discouraged me when I face difficulties in carrying out this project paper, in fact she encourages me and help me to overcome the challenges that I face throughout the course of the completion of this project paper. Her guidance and passion in this paper has helped me greatly in finalizing this project paper. For that, I am grateful for Dr Nur Melissa Binti Mohammad Faisal Wee.

Next, I would like to convey my sincere thank you to all the respondents who have taken their time out of their busy schedule to complete the questionnaire that has been distributed. Do note that this project paper would not have been possible without fellow respondents. For that, thank you and may you be rewarded with His blessings.

Last but not least, my gratitude goes to my friends and family for their unmeasured support and guidance. For always being there for me in times of need and for sharing knowledges with me that I lack while completing this project paper. It is something that I am eternally grateful for and appreciate. Thank you.

ABSTRACT

Adaptive performance is vital in this ever-changing working environment. What works 10 years ago no longer works in the current environment. Those who are not able to adapt to changes tend to fall behind and thus organizations have no option but to follow the flow of change as it goes. In order to do that, job requirements no longer solely rely on good results and being study-smart, one must be able to have their own personality. The purpose of this study is to investigate the roles of political skill towards white-collar employees' adaptive performance in Malaysia. This study implemented judgement sampling by distributing questionnaires to those that are categorized as a white-collar employee and from the distributed questionnaires, 113 valid responses were analyzed by using Statistical Package for Social Science (SPSS) software. From that, descriptive, reliability and regression analysis were performed. The purpose of the analysis is to prove the significance of each dimensions of political skill – networking ability, apparent sincerity, social astuteness and interpersonal influence towards adaptive performance. The results of the analysis are discussed in this study.

Keywords: *Political Skill, Networking Ability, Social Astuteness, Interpersonal Influence, Apparent Sincerity, Adaptive Performance, White-Collar Employee*

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