

UNIVERSITI TEKNOLOGI MARA

**THE RELATIONSHIP BETWEEN
CAREER DEVELOPMENT,
PERFORMANCE APPRAISAL AND
HUMAN RESOURCE PLANNING
WITH THE ORGANIZATIONAL
SUCCESSION PLANNING**

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Dissertation submitted in fulfillment
of the requirements for the degree of
Executive Master of Administrative Science

Faculty of Administrative Science & Policy Studies

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AUTHOR'S DECLARATION

I declare that the work in this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Postgraduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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ABSTRACT

One of the important activities of the organization in order to achieve the desired objective is through the implementation of Succession Planning. This is because the future performance of the organization depends on the successful implementation of succession planning practice. However, there are many organizations still have a problem with succession planning practice. Succession planning is a systematic process taken by the organization to ensure the continued supply of suitable employees for the replacement of a successor especially for key position in the organization. Having a right employee in the right place at the right time is important to ensure a continued excellence performance of an organization. The aim of this study is to determine the relationship between Career Development, Performance Appraisal and Human Resource Planning with the Organizational Succession Planning. The specific objective of this study is to examine the relationship of Career Development, Performance Appraisal and Human Resource Planning with Petaling Jaya City Council's Organizational Succession Planning. The study used descriptive research design where the questionnaire has been developed. The questionnaires have been tested for reliability and validity. Then, the data collected has been analyzed by using Statistical Package for Social Science (SPSS) software. Based on the finding, it was found that career development has no significant relationship with organizational succession planning while performance appraisal and human resources planning has a positive significant relationship with organizational succession planning. From the finding, it also found that performance appraisal is the most significant factors that influence organizational succession planning at Petaling Jaya City Council. Finally, several recommendations were provided for Petaling Jaya City Council as a way to make them be more effective in implementing a succession planning practice.

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