

THE INFLUENCE OF
JOB ROTATION ON
CAREER
DEVELOPMENT
AMONG EMPLOYEES
IN LEMBAGA ZAKAT
NEGERI KEDAH



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA**

DECLARATION OF ORIGINAL WORK

I, Muhammad Mifzal Bin Mat, IC Number: 940901-02-5409

Hereby declared that:

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

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ABSTRACT

This study investigated the relationship between job rotation practices and employee career development prospects among employees of Lembaga Zakat Negeri Kedah. It examines the extent to which job rotation practices are significant to career development that consist of administrative knowledge, technical knowledge and business knowledge. A model of job rotation developed by Campion, Cheraskin and Stevens (1994) was used as the premise to test the linear relationship between job rotation and employee career development in the workplace. This is done by analyzing survey-based data sets particularly obtained from samples of 113 Lembaga Zakat Negeri Kedah employees. The Pearson Correlation was used to measure the association between the variables and to test the research hypotheses. The results of the study found that there were significant correlation between job rotation practices and career development. Multiple regression result indicate that all dimensions of job rotation except administrative knowledge influence career development.

Keywords: career development, administrative knowledge, technical knowledge, business knowledge.

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