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STUDIES**

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**THE RELATIONSHIP BETWEEN PERSONALITY TRAITS &  
THE ATTITUDES TOWARD CAREER DEVELOPMENT: A  
COMPARISON STUDY BETWEEN 2 GOVERNMENT  
AGENCIES**

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## **ABSTRACT**

This study was conducted to see the pattern between educators and administrators in their initiatives of career development and to investigate the relationship of leadership, endurance, organization of work and career development. The sample of 100 respondents had been taken equally in SK Kibabaig and Lembaga Hasil Dalam Negeri (LHDN) Sabah with different group of age, academic qualification, service tenure and their gross salary. The results indicated that only factor of gender are significantly associated with leadership and career development. Only male that are extremely associated with leadership personality and perception on career development had been founded although women are the majority of the respondents.

## TABLE OF CONTENTS

### Chapter 1: Introduction

1.0	Introduction	1
1.1	Problem Statement	2
1.2	Research Objectives	3
1.3	Scope of the Study	3
1.4	Significance of the Study	3
1.5	Definition of Terms & Concepts	4

### Chapter 2: Literature Review & Conceptual Framework

2.0	Literature Review	6
2.1	Conceptual Framework	12

### Chapter 3: Research Method

3.0	Research Design	15
3.1	Unit of Analysis	15
3.2	Sample Size	15
3.3	Sampling Technique	15
3.4	Measurement/Instrumentation	16
3.5	Data Collection	16
3.6	Data Analysis	17

# CHAPTER 1

## INTRODUCTION

### 1.0 Introduction

An individual's personality is the complex of mental characteristics that makes them unique from other people. It includes all of the patterns of thought and emotions that cause us to do and say things in particular ways. At a basic level, personality is expressed through our temperament or emotional tone. However, personality also colors our values, beliefs, and expectations.

There are many potential factors that are involved in shaping a personality. These factors are usually seen as coming from heredity and the environment. In many professions in the world teacher are the one who have a unique personality. This is because teacher's personality is playing an important thing as it will affect and influence teaching and learning activities.

Teacher's personality is always become attention to the students. Crucial personality that teacher must have is social personality. Meaning to say that he or she must have a high patience, equal to others, a good listener, accepting critiques, diligent, fair, happiness and dedication towards something that he does. A teacher also must have an innovative and creative personality as it will manifest the teaching lessons to be more excitement, fun and will leave a mark to the students to influence them to continue learning.

However, with personality it also can determine their initiatives to develop their career. Career development involves managing career either within or between organizations. It also includes learning new skills, and making improvements in career. Career development is an ongoing, lifelong process to help employees learn and achieve more in their career.

By creating a personal career development plan, an employee can set goals and objectives for their own personal career growth and as an employee, he can not leaving his career development future in the hands of employer where by sometimes they are hoping that they will get the next promotion or pay raise. This misconception can lead to job dissatisfaction and resentment. Therefore this study will determine the personality of each educator and compare it with administrator to see their relationship towards career development and the link between personality traits and career development.

### **1.1 Problem Statement**

The pattern of educators in Malaysia is closely related to the development of the national education system, which in turn is strongly influenced by the socio-economic and political changes of the country. Thus, developing their career is one of the influences due to the socio-economic and political change. Career development usually related to the public and private workers. Therefore, it is important to see whether they have developed their career relating to their leadership, endurance and organization of work.