



THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND EXTRINSIC
CAREER SUCCESS AMONG EMPLOYEES IN A CASE OF DEWAN UNDANGAN
NEGERI SARAWAK

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ABSTRACT

This research has been done by the researcher in order to find out the relationship between emotional intelligence and extrinsic career success among the public sector employees. The main objective of this study is to find out the relationship between emotional intelligence and extrinsic career success. The involvement of the employees in Dewan Undangan Negeri for this study was 30 staff. In order to collect data, the researcher use questionnaire and distribute it to all 30 staff in Dewan Undangan Negeri. Unfortunately, 29 out of 30 questionnaires was able to retrieved by the researcher. The reliability test for this study was done using SPSS Statistics version 20. The result shows that there is negative relationship between emotional perception ($r = -0.023$), emotional facilitation ($r = -0.469$) and emotional management ($r = -0.646$) with extrinsic career success. However, the relationship between emotional understanding ($r = 0.079$) and extrinsic career success was positive. It is advisable for the future researcher should choose the best and easy topic to look for data and expand their number of respondent in order to get valid and accurate result.

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CHAPTER ONE

Introduction

The purpose of the study investigated the relationship between emotional intelligence and extrinsic career success. This study focused on public sector employees within Dewan Undangan Negeri Sarawak. The concept of emotional intelligence will be based on the Mayer and Salovey Model of Emotional Intelligence (Mayer, Roberts, & Barsades 2008) in this study that consists of four branches: emotional perception, emotional facilitation, emotional understanding, and emotional management. It is also known as the Ability Model (Mayer, Caruso & Salovey 2000). Besides that, the theory of extrinsic career success will be based on the (Briscoe, Hall & Frauthscy Demuth 2006) model which are determined by income, number of positions, occupational status and working experience. The first chapter of this study includes the background of the study, problem statement, research objective, research question, significance of the study, limitation of the study, and definition of terms.

Background of study

Career success can be defined as the real or recognized achievements individuals have gained as a result of their working experiences (Rothmann 2003). Career success can be divided into two which are extrinsic and intrinsic. The research