



FACTORS INFLUENCING CAREER ADAPTABILITY  
AMONG EMPLOYEES AT QSR BRANDS (M) HOLDINGS,  
PETALING JAYA.

NOR ATHIRAH BINTI BORHAN

2017413646

BACHELOR OF BUSINESS ADMINISTRATION (HONS.)  
HUMAN RESOURCE MANAGEMENT  
FACULTY OF BUSINESS AND MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA BANDARAYA  
MELAKA

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## ABSTRACT

Career adaptability is an individual's ability throughout their professions to deal with current and future responsibilities, changes and challenges. In the current rapid changes in the work environment, career adaptability has become a crucial ability a person needs to possess. Intense competition, emerging economies, innovation and technological advancements are some of the factors which cause organizations to adapt and evolve continuously. The fast pace of organizational and environmental change creates substantial pressure to bear on employees to be continually adaptable, flexible, and tolerant of uncertainty for success in new or growing employment situations. Hence, the purpose of this study is to assess the relationship between social support, psychological capital, conscientiousness and career adaptability among QSR Brands (M) Holdings employees. The data obtained from 132 respondents of QSR employees were analyzed using Statistical Package for the Social Science (SPSS) to indicate a positive and significant correlation between the variables. Based on findings, only two independent variables which are psychological capital and conscientiousness are significantly related with career adaptability meanwhile social support is not significant with career adaptability. According to the analysis the result shown that conscientiousness has the strongest impact on career adaptability and followed by psychological capital.

*Keywords:* Career Adaptability, Social Support, Psychological Capital, Conscientiousness

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