

Hubungan Antara Peranan Pengurus dalam Program Kerjaya dengan Pembangunan Kelakuan Proaktif Pekerja

Relationship Between Manager's Role In Career Program And Employee Proactive Behaviour Development

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Abstrak

Menurut kajian literatur terkini yang berkaitan dengan pengurusan dan pembangunan modal insan berdasarkan perspektif Islam, pengurus biasanya memainkan tiga peranan utama dalam pembangunan program kerjaya pekerja: autonomi kerja, perancangan kerjaya dan kepimpinan. Kajian yang dilaksanakan baru-baru ini mendapati bahawa kemampuan pengurus merangka autonomi kerja, merancang program kerjaya dan memimpin pekerja dengan teratur dapat membantu meningkatkan sikap dan kelakuan pekerja yang positif, terutamanya pembangunan kelakuan proaktif yang sejajar dengan kehendak ajaran Islam. Meskipun sifat hubungan ini menarik, namun peranan pengurus sebagai pembolehubah peramal yang penting kurang diberi penekanan yang sewajarnya dalam kajian literatur program pembangunan kerjaya. Oleh itu, kajian ini dilaksanakan untuk mengukur perhubungan antara peranan pengurus dalam program kerjaya dengan pembangunan kelakuan proaktif pekerja menggunakan borang soal selidik yang telah dikumpulkan daripada pekerja-pekerja yang berkhidmat di sebuah universiti awam di Malaysia. Keputusan analisis Model Laluan SmartPLS mengesahkan bahawa autonomi kerja dan perancangan kerjaya berupaya membangunkan kelakuan proaktif pekerja. Sebaliknya, gaya

keimpinan pengurus tidak berupaya membangunkan kelakuan proaktif pekerja di organisasi kajian. Seterusnya, kajian ini menyediakan perbincangan, implikasi dan kesimpulan di organisasi kajian. Seterusnya, kajian ini menyediakan perbincangan, implikasi dan kesimpulan.

Katakunci: Autonomi Kerja; Perancangan Kerjaya; Kepimpinan; Kelakuan Proaktif; Model Laluan SmartPLS

Abstract

According to the recent literature pertaining to human resource development and management, and based on Islamic perspective, managers generally play three major roles in career programme: job autonomy, career planning and leadership. Extensive studies in organizational career reveal that the ability of managers to appropriately design job autonomy, plan career programmes and lead employees in executing job may have significant impact on employee outcomes, especially proactive employee behaviour development in line with the requirements of Islamic doctrines. Even though the nature of this relationship is interesting, the role of managers as an important predicting variable has been given less emphasis in the workplace career research literature. Thus, this study was undertaken to examine the relationship between the manager's role in career programme and proactive employee behaviour development using self-reported questionnaires accumulated from employees at a public higher learning institution in Malaysia. The results of SmartPLS path model showed that job autonomy and career planning do act as important determinants of proactive employee behaviour development in the organization being investigated. In contrast, leadership style does not act as an important determinant of proactive employee behaviour in the study setting. Further, this study offers discussion, implications and conclusion as part of the investigation and for future reference.

Keywords: Job Autonomy; Career Planning; Leadership; Proactive Behaviour; SmartPLS Path Model

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