

## Mediating role of career development in the relationship between career program and personal outcomes / Azman Ismail, Hidayat Madrah, Norsiah Aminudin, Yusof Ismail

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### Abstrak

This study was conducted primarily to measure the relationship between career program, career development and personal outcomes using self-administered questionnaires gathered from employees who have worked at a Sabah local government in Borneo. The outcomes of testing research hypothesis using a stepwise regression analysis showed two important findings: firstly, relationship between career program (i.e., planning and management) and career development positively and significantly correlated with job satisfaction. Secondly, relationship between career program (i.e., planning and management) and career development positively and significantly correlated with career commitment. Statistically, the result demonstrates that career development does act as an important mediating variable in the relationship between career program and personal outcomes in the career program model of the studied organization. The paper provides discussion, implications and conclusion.

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Penelitian ini dilakukan untuk mengukur hubungan antara program karir, pengembangan karir dan pribadi dengan menggunakan survei yang dikumpulkan dari karyawan yang telah bekerja pada pemerintah daerah Sabah di Kalimantan. Pengujian hipotesis penelitian yang menggunakan analisis regresi bertahap menunjukkan dua penemuan penting: Pertama, hubungan antara program karir (yaitu, perencanaan dan manajemen) dan pengembangan karir memiliki hubungan positif dan signifikan dengan kepuasan kerja. Kedua, hubungan antara program karir (yaitu, perencanaan dan manajemen) dan pengembangan karir menunjukkan hubungan positif dan signifikan dengan komitmen karir. Secara statistik, penemuan ini menunjukkan bahwa pengembangan karir tidak bertindak sebagai variabel mediasi penting dalam hubungan antara program karir dan pengembangan pribadi di dalam model program karir dari organisasi yang dipelajari di dalam penelitian ini. Makalah ini memberikan diskusi, implikasi dan kesimpulan.