

The Strategic Career Development on Academician Competencies

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Abstract

A competency is the ability to do something successfully or efficiently by having certain knowledge, skills, abilities, and behaviors that can be led to performance. These become one of the essential factors that useful for organization success as well as staff success. Thus, a good strategic career development is needed for each of the organization to make sure their staff are capable enough with a bundle of competencies to bringing up the organization long term success especially for academic staff at higher education institution. Due to this reason, the study aims to explain the relationship between the strategic career developments by higher institution towards the competencies among academician staff. A total of 112 respondents was answering the questionnaire that consist of three sections which are demographic profile, staff competencies and career development. The results analyze by SPSS shown that there is significant relationship between career development and competencies among academic staff in higher education institution with $b=0.323$ were by the r -value 0.311, $p < 0.05$. Therefore, the results of this study help to understand the planning of long term career development and its impact on competencies among academicians for organizations future success.

Keywords: Strategic Career Development; Competencies; Academic Staff

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1. Introduction

Competencies is the most essential factors that lead to staff success as well as an organization success for any types of organizations including profitable and non-profitable organizations with different specific skills and knowledge. Hoffmann (1999), defined competencies as a range of perspectives that best suit to their work which are employee's change competency, self-competency, across cultures competency, ethical competency, communication competency, team competency and diversity competencies (Potnuru & Sahoo, 2016) that used by all sectors.

The majority staff in higher education institution especially in university, most of their staff is Academicians who are seeking for continuous additional knowledge and the highest academic qualification for them is PhD level. Their main aims to further their study

to meet the requirement by higher institution as well as to fulfil their career development. It can be used to develop their career and improve their level of satisfaction.

2. Problem Statement

As explained by Golden (2011), there is no solid theory and reserch literature are explained well on methods and

pathways as well as working time schedule that can influence staff productivity significantly. Without career development, the employees cannot improve the competencies and improve the performance of an organization. This show through past research by Kuijpers & Scheerens (2006) mentioned that a dynamic working environment is one of the important factor that will improve the employees ability and also directly will affect the career development.

The need of competencies can be show through past literature such as “Malaysian public service want to increase the performance task of employees so that, Malaysia public services now started to use competency-based human resources practices” (Azmi, 2010). The purposes of study can be seen and must be done even after five year later because in Malaysian public services there is need to determine the dimensions of competency (Azmi, 2010).

Thus the research aims to investigate the impacts of career development towards the competencies.

3. Literature Review

Competencies

Competency are used by professions and governments to defined the qualifications required for professionals to practice in profession or discipline (Trinder, 2008). Competency provide recognition that a person has demonstrate the professional excellence and continues to maintain the high standards of his profession. With regards to Potnuru and Sahoo (2016), stated that there are few different competencies which are self-competency, diversity competencies, communication competencies, team competencies change competencies and cultures competencies that effect someone behavior and teams behavior. To further improve the performance of higher academic institution, the academic staff must receive the opportunity to receive a bundle of competencies to bringing up the organization long term success especially in delivering knowledge to university students throughout their lecture.

Based on the ideas of bringing up the organization long success, these personality traits can be done in improving someone ability to influence others and developing their analytical thinking. However, it is differed for each individual where it is stronger to someone and might be moderate or lower to other people based on their acceptance.

Career Development

Career development is essential for human resources development in any kind of organizations either profit or

non-profit organizations that involve the series of activities or on-going process driven by individual itself or through organization. In addition, the career development is driven by several factors that involves the creation of career pattern, decision making style and integration in their life role (Potnuru & Sahoo, 2016). Subsequently, it involves a series of training covers on acquiring new skills, job responsibilities and career change adaption in a way to achieve the goals set and shape their future career.

In the same way, career development will improve and building a relationship between employees and organization and this relationship automatically will assist to improve the knowledge, abilities and skills among employees, by enhancing their competencies (Potnuru & Sahoo, 2016; McGraw, 2014). Career success will give a positive effect like dissatisfaction employee and employee can have positive attitude toward the firm (Potnuru & Sahoo, 2016). We can conclude that this can improve employee performance.

There are several career developments. Firstly, is decision-making style. Decision-making style, support consultants are employed or decision support systems (DSS) are implemented in order to support decision-making in an organization (Conrad & Ferson, 2006). A Quantitative researchers would exposed a rational decision making methods where four step decision involved that will integrates intelligence, design, choice and review (Pomerol & Adam, 2004). As the output of the decision support projects, it is always introduced as decision support system where it is not used to support the decision making as prearranged. This has justified the non-suitability of the decision-making process that is being prearranged of modelled and how the decision making occurs practically. Decision making is assumed using a test and decision support technology through the studies of literature about decision making and comparison the way managers make decisions in practice (Conrad & Ferson, 2006).

Integration of life roles encoded needs and philosophy exist to dealing with relationship, identity and finding a meaning for it (Brott, 2005). Identity and development task is a concept of life roles and this is in theories of development (Brott, 2005).

Career development must involve with career counseling and a few methods have been consider counseling career beyond job placement such as the integration and interaction of the roles, events and setting in human life (Brott, 2005). Competencies employee can get in through career counseling (National Career Development Association, 1992). Career counseling

required ongoing commitment to achieve (National Career Development Association, 1992).

Furthermore, approaches that life roles focus is a career counseling (National Career Development Association, 1992). The postmodern, or positivist states that counseling method is based on the client’s intuitive historical or life story, with the counselor as a shared partner both in the client’s individual attention of past and current chapters and in the client’s action in building a correct method of being in future chapters (Brott, 2005).

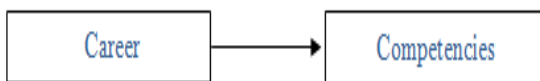
Super’s Theory

Super’s theory was introduced by Donald Super since 1950’s where he expressed the opinion that individual need to change over time when someone planning their career. These ideas claim that this lifelong process of career development arise when self-concept change over time when someone go through some experience in their career life.

Thus, it can be explained in five stages based on the chronological age when someone go through their career transitions which are growth (understanding and developing the meaning of work and what kind of person they want to be), exploration (choosing a job preference and learn more on opportunities), establishment (advancement and become stable in occupation), maintenance (developing new skills, focusing on essential activities and achieving status) and decline (planning for retirement leaving).

Theoretical Framework

Table 1: Theoretical Framework



Research Hypotheses

H1: There is a significant relationship between career development and competencies.

4. Research Methodology

Research Design The quantitative research method is used by using questionnaire survey with Five-point of Likert scale (strongly agree, agree, neutral, disagree and strongly disagree). The data was analyzed by using SPSS software for 112 respondents.

The questionnaire was adapted from Potnuru & Sahoo (2016) purposely to identify the demographic profile and to measure the competencies and career

development. Five-Likert scale technique is applied to all the questions that ranges from 1- Strongly agree to 5- Strongly Disagree.

Data Analysis

A total of 112 questionnaires were randomly distributed among academician staff in higher education institutions.

Descriptive Analysis

Table 1: Descriptive Analysis

Variables	N	Mean	SD
Competencies	112	2.156	0.248
Career Development	112	2.061	0.430

Correlation Analysis

Table 2: Correlation Analysis

Variables	Competencies	Career Development
Competencies	1	
Career Development	.558**	1

**Correlation is significant at the level 0.01 level (2-tailed)

Regression Analysis

Table 3: Regression Analysis

Variable	Beta	t-Ratio	Sig.-t
Career	0.32	7.051	0.00
Development	2		0

R square = .349
Adjusted R square = .343
F change = 58.850
Sig. F =0.000

**($p < 0.05$)

Therefore, H1: There is a significant relationship between career development and competencies is supported with Sig. $p < 0.05$.

Based on the analysis been done above, the mean value for competencies is 2.156 and standard deviation is 0.248 while for career development the value of mean and standard deviation is 2.061 and 0.430 respectively. On the other hand, the correlation analysis shows that the correlation between competencies and career development is 0.558 with the significant level of 0.01 in a two tailed test. As a result of the regression analysis, the beta and t-ratio shows the value of 0.322 and 7.051

respectively with R^2 and adjusted R^2 is 0.349 and 0.343. Therefore, based on the analysis being done, it justifies that there is a significant relationship between career development and competencies. Hence, the hypothesis is supported.

5. Presentation and Interpretations of Data

By answering the research question on relationship between career development with competencies academician staff, this will help the higher education institution and academician itself to have the understanding on the relevance of competencies whereby the organizations can lend a hand to academician staff to build and grow their own competencies throughout their career. These will help them to gain knowledge, skill, abilities and build their own career for higher institution long term benefits.

As the result shows, it is found that career development and competency is significantly effect and the hypothesis is accepted. Furthermore, this is supported that career development and competencies are incumbent to each other where a person career development will positively influence by greater competencies of an individual. A systematic decision support system are crucial in making sure the development of competencies among employee in an organization where increased decision making process will influence the competencies. In future, other combination of variables that are related to these variables should be explore in enhancing better understanding towards the impact of competencies and career development.

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