

# **Significant Relationship and Impact of Pandemic Situation in between Career Development and Intention to Stay among Academics in Phei Malaysia**

**Parimala Devi Dhivandram**

*Wawasan Open University, Malaysia*

This study examines the significant relationship between Career Development and Intention to Stay among the academics in Private Higher Educational Institutions (PHEI) in Malaysia. The recent outbreak of the pandemic situation affected not only the society on a global scale but particularly in several industries in Malaysia, namely education as part of it. The general objective of this study is to determine the significant relationship and the Impact of current pandemic situation in between Career Development and Intention to Stay among academics in Private Higher Educational Institutions (PHEI) Malaysia. Although the Malaysian Ministry of Education (MMOE) initially published preventive measures to raise public awareness on Covid-19, the significant rise in positive cases led to the distribution of the normal operation of the education industry precisely. Hence, the operating PHEIs should be alert on the importance of these development level among the academics which pillars the private educational in prompting sustainable development in quality education in Malaysia. The impact of Covid-19 on the Malaysian educational sector mainly among the academics requires serious consideration in addressing the issue. Education has changed dramatically with distinctive rise of online learning, where lecturing's are done remotely on digital platforms and thus career impact and development among the academics are highly questionable. The research design adopted for the current study was quantitative correlation design. A self-administrated questionnaire was developed and distributed to the targeted academics' in PHEIs for obtaining primary data. The result of the study showed that career development has a significant positive influence on intention to stay among the academics during this pandemic situation.

**Keywords:** *Academics, Career Development, Intention to Stay, Malaysia, Pandemic, PHEI*