

Career Attitudes of Human Resource Management Professionals in Portugal

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Abstract : The research carried out aimed to analyze how human resources management professionals manage their careers. It investigates the protean career and boundaryless career attitudes of these professionals and the extent to which socio-demographic dimensions (salary, gender, and academic degree, amongst others) influence their attitudes. A total of 732 professionals in the field of human resources who work for other private companies in Portugal participated in this study. The results show that as far as the professionals studied are concerned, protean attitudes and boundaryless careers prevail. Other research findings show that: (1) those with higher salaries have higher levels of protean and boundaryless career attitudes; (2) male professionals and (3) with higher education have a higher prevalence of protean and boundaryless attitudes when compared to female professionals and professionals without higher education.

Keywords : boundaryless careeer, careeer management, human resource management, protean career, portugal

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