

Impact of Protean Career Attitude on Career Success with the Mediating Effect of Career Insight

Authors : Prabhashini Wijewantha

Abstract : This study looks at the impact of protean career attitude of employees on their career success and next it looks at the mediation effect of career insights on the above relationship. Career success is defined as the accomplishment of desirable work related outcomes at any point in person's work experiences over time and it comprises of two sub variables, namely, career satisfaction and perceived employability. Protean career attitude was measured using the eight items from the Self Directedness subscale of the Protean Career Attitude scale developed by Briscoe and Hall, where as career satisfaction was measured by the three item scale developed by Martine, Eddleston, and Veiga. Perceived employability was also evaluated using three items and career insight was measured using fourteen items that were adapted and used by De Vos and Soens. Data were collected from a sample of 300 mid career executives in Sri Lanka deploying the survey strategy and data were analyzed using the SPSS and AMOS software version 20.0. A preliminary analysis of data was initially performed where data were screened and reliability and validity were ensured. Next a simple regression analysis was performed to test the direct impact of protean career attitude on career success and the hypothesis was supported. The Baron and Kenney's four steps, three regressions approach for mediator testing was used to calculate the mediation effect of career insight on the above relationship and a partial mediation was supported by the data. Finally theoretical and practical implications are discussed.

Keywords : career success, career insight, mid career MBAs, protean career attitude

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