

Job Satisfaction and Career Choices: A Study Using Schein's Career Anchor Model

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Abstract : This study explores the relationship between job satisfaction and alignment between the individual's current occupation and his talents, needs and values, namely his 'career anchors'. With this purpose in mind, a quantitative survey was performed for a non-graduate probabilistic sample of management business students of a private university in Rio de Janeiro. The results of the survey showed there is no significant association between satisfaction at work and alignment with the individual's career anchor. The most frequent career anchor found for both genders was lifestyle, showing a trend towards finding a career that allows some balance between professional and personal life. The study also showed that self-employed individuals are more satisfied with their work than the individuals employed by a company are, and men are more satisfied at work than women are, Individuals aligned and not satisfied tend to be the ones who have fewer years of work experience and individuals not aligned and satisfied tend to be older.

Keywords : careers, career anchors, job satisfaction, Schein's career anchor model

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