

The Comparison of the Effect of the Russian Company's Female and Male Employees' Self-Efficacy on the Career Success in Their Professional Activity

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Abstract : Subjective and objective career success is one of the vital aims that the employees of any organization want to achieve. However, career success is affected by numerous factors. This study aims to identify few of such key factors that affect career success of individual employees. To achieve this objective, this study aims at empirically analyzing that weather or not self-efficacy of employees impacts their career success. Furthermore, this study also aims to analyze whether or not work effort mediates the relationship between self-efficacy and career success. The study will also test weather emotional intelligence moderate the relationship between self-efficacy and work effort. Furthermore, gender based differences related to all the variables are also the focus of this study. The data will be analyzed using SPSS software and the results, recommendations and future implications will be discussed.

Keywords : career success, emotional intelligence, self-efficacy, work effort

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