THE MEDIATING EFFECT OF PERCEIVED EMPLOYABILITY ON THE RELATIONSHIP BETWEEN PROTEAN CAREER ORIENTATION, AFFECTIVE COMMITMENT AND SUBJECTIVE CAREER SUCCESS AMONG ACADEMICS IN PAKISTAN

By

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ABSTRACT

The “new career” concepts found in the industrialized economies were studied since the implementation of career models in institutional environments having different social, cultural and political norms results in diverse patterns of career development. For carrying out the research, academics were chosen from Pakistan’s private sector universities. The private sector is commercialized and innovative, and thus fits well with the career concepts discussed in the study. To give support to the conceptual framework, the researcher has taken the protean career theory as the underpinning theory. For sampling purposes, proportionate stratified sampling has been adapted. Simple random sampling has been utilized to select the academics within each stratum. The sample was chosen out of a total population of 4,994 academics present within the 35 private sector universities located across the country. The questionnaire was distributed among individuals after obtaining permission from the universities. The researcher managed to collect data from 192 respondents with a response rate of 55%. After data input, it was cleaned of missing values, outliers, and tested for normality. Hypotheses were measured with structural equation modeling and confirmatory factor analysis in AMOS software. The researcher found statistically significant relationships between (i) protean career orientation and perceived employability (ii) affective commitment and perceived employability (iii) affective commitment and subjective career success. Statistically insignificant relationships have been found between (i) protean career orientation and subjective career success (ii) perceived employability and subjective career success. However, no mediation was observed as the relationship between perceived employability and subjective career success is insignificant. The current study is among the first on academics in private universities in Pakistan to establish relationships based on subjective career success rather than job satisfaction.

Keywords: subjective career success, protean career orientation, perceived employability, affective commitment
ABSTRAK


Kata kunci: kejayaan kerjaya subjektif, orientasi kerjaya protean, tanggapan kebolehkerjaan, komitmen afektif
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Thank you
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<td>GMA</td>
<td>General Mental Ability</td>
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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

The profitability of any business enterprise is dependent upon both hard skills and soft skills (Palumbo, 2013). The hard skills include administrative and technical know-how related to an organization like operating a machinery or proficiency in a computer language. Such skills are easily observable, quantifiable and measurable. The soft skills, on the other hand, are related to human resources and are hard to observe, measure and to quantify. Such soft skills include a positive attitude, being self-directed, acting as a team player, and having problem solving skills. The implementation of soft skills has a direct impact on the job satisfaction and subjective career success of professionals (Palumbo, 2013). Subjective career success is thus an important variable that is studied by human resource specialists. It has gained importance ever since the emergence of a protean work attitude (Joseph, Boh, Ang & Slaughter, 2012), the appearance of employability perceptions (Rothwell & Arnold, 2007) and employers’ increasing concern about employees’ affective commitment (Rasdi, Garavan & Ismail, 2012; Yu, 2012).

The main objective of the present thesis is to better understand the “contemporary career concepts” like protean career orientation, affective commitment, perceived employability in relation to the subjective career success among academics in Pakistan. These concepts are explained in light of the protean career theory that is the underpinning theory for the present research. The theory has an emphasis on dispositions, attitudes, identities, and
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