The Antecedents of Objective and Subjective Career Success: A Conceptual Model

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Abstract- Organizations aiming to achieve and sustain competitive advantage conduct various career development programs for their employees. The reason is that such programs create human capital internally and subsequently, organizations increase chances to achieve advantage over their competitors. Career management process encourages employees to explore and develop awareness about their strength and weaknesses, to set realistic and achievable career goals, and to implement career strategies. Consequently, it enhances employees’ performance as well as organizational performance. Research studies are carried out to explain the relationships among motivational variables (for example, ambition, number organization hours worked), human capital (age, education, rank, and tenure), and career management process. Further, significant research was also carried out to examine the association between career management process and career success. However, no research study, to date, attempts to explain the role of career management process in the relationships among motivation and human capital and career success. The purpose of this study is to analyze the role of career management process between motivational and human capital variables and objective and subjective career success. In this direction, a conceptual model is developed to explain the mediation role of career management process. A systematic literature review is carried out and literature is organized to support each relationship among the variables of this model. Further, various propositions are stated with the help of the review of the literature. The constructs in the model are interdisciplinary in nature, for example, business administration, education, psychology, and social science disciplines are interacting together to explain career success. Propositions from this literature review support the mediation role of career management in the relationship between motivational variables and career success. Further, these provide adequate support to the mediation role of career management in the relationship between human capital variables and career success. One of the findings of this interdisciplinary research based literature review shows that educated employees are involved in career exploration, setting career goals, and creation of networking among co-workers, and these significantly support them to achieve success in their career in terms of promotion as well as career satisfaction.

Keywords- Career management process, career success, human capital, motivation

Remark: The full paper may be found in www.inrit2011.com or www.ijcim.th.org.