

The Influence Of Predictors Career Resources On Career Succeeds

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ABSTRACT

Identifying predictors of career success is one of the topics of interest in Career Research and practice. Different career resources can relate to each other and influence career success. We used 4 predictor career resources in this paper to show its influence on career success, including human capital career resources, environmental career resources, motivational career resources, and career management behaviors. We used SEM-PLS analysis to find out how predictor career resources influence career success. We use conservation of resources theory in explaining career success and career construction theory in explaining the relationship between predictors of Career Resources to career success

Keywords: Career Success, Career Resources, Conservation of Resources Theory, Career Construction Theory, Career, Human Resources.

1. Introduction

Individuals are confronted with a dynamic work environment that is the result of advancing times, job restructuring, and global Change. The COVID-19 pandemic that has hit the world in the last 2 years has greatly impacted the workplace. Changes in work patterns and programs create their own challenges in the workplace in adjusting circumstances. The company must set the strategy of new work patterns and programs, and the need for employees to better control the fate of their careers through career development must also be resolved company. Global changes such as these make careers less plannable or predictable, and individuals need to take on their individual responsibilities in an effort to enhance their own career development. The consequence of these changes is that individuals must choose or seek their own career path that is individually tailored and must adapt to circumstances to be very relevant in successful career development.

The impact of this new work pattern makes companies require employees to demonstrate the capacity to adapt to new conditions, face new challenges as they arise, take responsibility for ongoing work engagement, play an active role, and work effectively. Research on Career Success (Career Success) has been widely studied and some of the previous research focuses on predictors and outcomes (Heslin, 2005; Mc. Donald & Hite, 2008; Shockley et al., 2015; Rudolph, Lavigne, & Zacher, 2017; Nassredine, 2020). In a review of the literature relevant to this study, Hirschi, Nagy, Baumler, Johnston, and Spruk (201) has identified 13 specific important factors in determining career success in abridged 4 main dimensions namely human capital career resources, environmental career resources, motivational career resources, and career management behaviors. Previous literature studies have used the study design to investigate subjective and objective

predictors of career success (Spurk et al, 2018), and concluded that the study not only identified antecedents of career success but also identified the importance of various factors to support aspects of career success.

This study uses the conservation of resources theory (COR; Hobfoll, 1989, Hobfoll, 2018), and career construction theory (Savickas, 2002, 2005) to accommodate career development and adjustment involving the need for employees to continuously adapt to their social environment and the adaptation of new habits in an effort to achieve synergy between individual-environment and subjective career success. Career construction theory addresses the processes and outcomes of individuals 'efforts to meet their and others' expectations of successful work life and career, including preparing for, initiating, and participating in their roles on the job, as well as effectively addressing work demands, work transitions, and work disruptions (Savickas, 2002, 2005).

Post-pandemic COVID-19 is indeed the starting point for changes to begin. Adapting to new habits and conducting research on career success has increased in recent years (Heslin, 2005; McDonald & Hite, 2008; Nassredine, 2020; Judge & Mueller, 2011; Hirschi, Nagy, Baumeler, Johnston, & Spurk, 2017; Shockley, Ureksoy, Rodopman, Poteat, & Dullaghan, 2015; Haenggli & Hirschi, 2020). The study contributes to the development of research focused on Career Resources for individual career success. The study adds to the literature on Career Resources in promoting individual career success.

2. Literature Review

2.1 Career Success

Career work is defined as the accumulation of positive work and psychological outcomes resulting from one's work experience (Seibert & Kraimer, 2001). Career success is often operationalized in two ways. First, a subject's career satisfaction is usually measured by an individual subject's (internal) assessment of their career achievement such as career satisfaction (Greenhaus et al., 1990). Second, objective career satisfaction can be observed directly by others (externally) and is usually measured by standard indicators such as salary (Spurk et al., 2018).

Shockley et al (2016) explain the multidimensional concept of subjective career success which consists of eight main aspects, including authenticity, growth & development, influence, meaningful work, personal life, quality work, recognition, dan satisfaction.

A theoretical framework for explaining career success using conservation of resources theory (COR; Hobfoll, 1989; Hobfoll, 2018). Although COR is a theory that talks about reactions to stress, it has been increasingly applied as a more general theory of motivation (Hobfoll et al., 2018). COR theory breaks down the general principles by which resources function, change, and are managed for more favorable outcomes (Hobfoll et al., 2018). Spurk et al (2018) state that COR theory offers a very useful framework for understanding career success, including its processes, predictors, conditions, and outcomes.

2.2 Career Resources

There are three theoretical perspectives from previous research that explain the achievement of career success: human capital, social capital, and motivation factors. Human capital theory (Sweetland, 1996) implies that career success depends on a person's level of education, knowledge, skills, and competencies that enable him to get a job and perform skillfully. Meanwhile, social

capital theory (Adler & Kwon, 2002) argues that good intentions that exist in social bonds allow individuals to get competitive jobs and career outcomes, such as high salaries or promotions. Motivation factors theory in looking at career success stems from the efforts of individuals to advance their careers (London, 1983).

Recent literature on Career Resources has confirmed that certain types of career resources such as human capital career resources, environmental career resources, motivational career resources, and career management behaviors have a positive relationship to career success (Hirschi et al., 2018). Those Career Resources are essential for individuals in managing their careers successfully as well as represent an important personal means in achieving career goals (Haenggli & Hirschi, 2020). Unidimensional measurements in subjective career success have been criticized in several previous studies (Shockley et al., 2016).

2.3 Career Resources and Career Success

Career success becomes important not only for individuals but also for organizations, as employee success can ultimately contribute to organizational success (Judge, Higgins, Thoresen, & Barrick, 1999). As a result, researchers continue to try to identify an individual as well as organizational factors in facilitating employee career success (Boundreau et al, 2001). Empirical research on career success in predicting success has been widely conducted, mostly concluding on best practices for achieving career success. Previous studies examined how strategies for achieving career success (de Janasz & Forret, 2008); how events in life can hinder the path to career success (Valcour & Ladge, 2008); how personality traits (big five personalities & core self-evaluation) are related to career success (Spurk & Abele, 2011; Zacher, 2014; Strumpp et al., 2010), and what makes individuals feel subjectively successful (Shockley et al., 2016). But not much has gone into more detail about how other career resources can affect an individual's career success. Most of the research still focuses on the general representation of subjective career success and still few explain with a multidimensional measure of subjective career success (Haenggli, 2020), Hirschi et al (2017) have comprehensively and succinctly developed other career resource predictors for career success, and developed from the previous framework in 2012. Based on these studies the hypothesis proposed:

Hypothesis:

H1: Human Capital Career Resources **have a positive effect on** Subjective Career Success

H2: Environmental Career Resources **have a positive effect on** Subjective Career Success

H3: Motivation Career Resources **have a positive effect on** Subjective Career Success

H4: Career Management Behavior **has a positive effect on** Subjective Career Success

3. Research Methodology

This research method uses quantitative research with survey design research. The nature of this research is associative where they want to investigate the relationship or influence of two or more variables of career resources with career success on Construction company under the auspices of state-owned enterprises located in the region of Semarang.

3.1 Sample

The sampling method used is purposive sampling. Purposive sampling is a sampling technique with particular consideration (Sugiyono, 2013). This study This study has specific criteria that respondents have worked at least 3 years.

3.2 Measure

Based on the requirements for the number of samples described, this study uses 59 indicators or parameters, then the measurement parameters get $59 \times 2 =$ at least 118 samples. The processing and analysis of data in this study will use Smart PLS. The software is used to simplify data processing and analysis. PLS software is used for descriptive analysis and SEM path analysis. Measurement of Career Resources using career resources questionnaire (CRQ) by Hirschi et al (2018) using 35 items. Career success measurement using subjective career success inventory (SCSI) by Shockley et al (2016) using 24 items.

3.3 Procedures

The method of data collection was through a questionnaire that was distributed online to employees of Construction companies under the auspices of state-owned enterprises located in the region of Semarang. Data collection is done at one time on the same source (cross-sectional). Questionnaires were collected until the time limit specified will be identified related to the completeness in accordance with the purpose of research and data that is otherwise complete can be used for processing the next data.

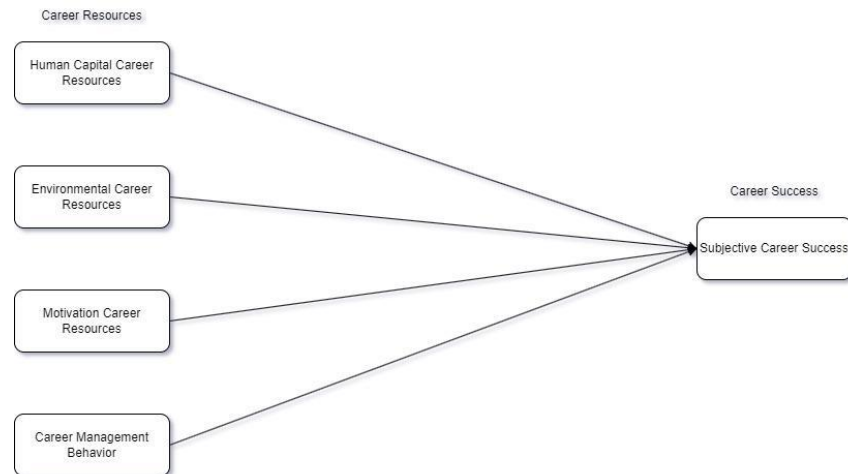


Figure 1. Research Model

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