

The Effect of Marital Status upon the Relationship between Career Attitudes and Subjective Career Success

Withanage, V. S.¹ and Weerasinghe, T. D.²

The purpose of this paper is to analyze the effect of civil status upon the relationship between career attitudes and subjective career success. By reviewing the literature, it is found that there is a relationship between career attitudes of one self and their subjective career success, and the gender has an effect on this, yet the effect of marital status is an untouched topic. This study is quantitative and data were collected through a structured questionnaire. Convenience sampling technique was applied to select the sample, and the final sample consisted of 62 working employees in Sri Lanka. The data was analyzed using SPSS statistical package and correlation, regression and ANOVA tests were used. The study found that there is a moderate positive relationship between self-directed career attitudes and subjective career success, marital status has a moderating effect on it, where the married has a stronger positive relationship than unmarried. The findings of the study support the general idea that married people tend to have careers that match their personal requirements, thus frequently, they are the navigators of their own career.

Major recommendations are, identifying different career attitudes identical to one another by both individual and organizational level in order to succeed individually as well as an organization, as subjective career success increase organizational performance as a whole. In order to increase subjective career success organizational wise, conducting career counseling programs by appointing a permanent career counselor, establishing a career development unit and conducting programs under it such as career workshops, counseling sessions, attitude building programs etc.

Keywords: *Protean Career Attitudes, Self-Directed Career Attitudes, Values-driven Career Attitudes, Boundary-less Career Attitudes, Boundary-less Mindset; Organizational Mobility Preference, Subjective Career Success*

¹ withanageveenavi@yahoo.com

² tdtmdananjaya@gmail.com