

Career stage as a moderator of the relationship between career adaptability and professional well-being: A meta-analysis

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Abstract

Career Adaptability is the most important and useful construct among career counsellors, also the basic concept of Career Construction Theory. Career adaptability has four subscales: concern, control, curiosity, and confidence, which are intended to examine and understand coping processes. Several studies have examined the relationship between different levels of satisfaction and Career Adaptability, but not the moderators. We conducted a meta-analysis to synthesize and assess the effect size of relationship between Career Adaptability and professional well-being (school, academic, job, and career satisfaction). We also identified possible moderator variables: career status, culture, career stage. 17 studies were analyzed, the overall effect sizes of their association was medium and significant ($r=.30$, $p=.000$). The associations between career adaptability and professional well-being were not moderated by the career status and culture, but continuous variables (age, career stage, education level, job tenure) had a moderating effect on the relationship. Results, limitations and further implications are discussed.

Keywords

career adaptability, professional well-being, career satisfaction, job satisfaction, school satisfaction, career stage, age, education level

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