

ABSTRACT

Whither Career Success? The Impact of Career Success Orientation on Organizational Commitment

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The study examined the relationship between career success orientation and organizational commitment, using a stratified random sample of 348 participants in a large Jamaican company that also operates internationally. Specifically, participants were drawn from the company's six operating locations within the Caribbean: Jamaica, Barbados, Belize, Guyana, Trinidad and Tobago, and the Turks and Caicos Islands. The study utilized Derr's (1986) modified Career Success Map Questionnaire to measure career success orientation, while the highly regarded scale developed by Meyer and Allen (1991) was used to measure organizational commitment. Exploratory factor analysis indicated that three of the orientations from Derr's five dimension model were relevant to the respondents in the participating Caribbean countries. The field data obtained were analysed using descriptive and inferential statistics including correlations, t-tests, analyses of variance, and hierarchical linear regression. Key findings indicated that employees have a preference for a work context that enables integration of work and family commitments. The results reflected the emergence of a new 'life-work' balance orientation and indicated that career success orientations were related to age, gender, length of service, education, job category, and marital status. There was also an association between career success orientation and affective, normative, and continuance commitment. Companies are encouraged to match their career development programmes and activities with employees' preferred career success orientations to ensure a better job fit, increased productivity and ultimately, a more committed workforce.

Keywords: Claudette Marie White; career success; career success orientation; organizational commitment.