

## Designing Career Adaptability Model (Case study: Shazand Petrochemical Company)

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### Extended Abstract

In the era of global economy and technology enabled disruptions, career adaptability to the new demands of work i.e. cultural diversity of work groups, rapid changes in the work environments, and the nature of work, is significantly important. Career adaptability has significant and positive impacts on job satisfaction, career success, organizational commitment, and ultimately decreasing employee turnover. The present study intends to identify individual factors affecting the career adaptability of the employees of Shazand Petrochemical Company and in conclusion design a career adaptability model.

### Case Study

The statistical population consists of all employees and line managers of Shazand petrochemical companies in 1395 contains 2320 member. For sampling, stratified random sampling method was used. The number of sample is determined by 329 member using Cochran formula.

### Materials and Methods

This research is a developmental applied study. Research method is descriptive. To assess validity and reliability of the questionnaire, expert opinion and Cronbach's Alpha have been respectively used. Alpha coefficient of questionnaire was 0.921. To respond to hypotheses, Confirmatory factor analysis and structural equation modeling techniques

using partial least square method was used with the SMARTPLS VERSION 2 software.

### **Discussion and Results**

The results of structural equation shows that all individual factors have a significant positive impact on employees' career adaptability. Also, the results show the sum of the four factors of Personality, Career self-Efficacy, Emotional Intelligence, Spirituality and Occupational Hardiness explain 69.9% of changes in the career adaptability. among these factors the personality with the 41% and Occupational Hardiness with 22% had the highest and lowest effect.

### **Conclusion**

Using the proposed model by this research, Shazand Petrochemical Company could improve their selection model for recruiting people who are most adaptable. This model could help maintaining and retaining key and strategic company employees.

**Keywords:** Career Adaptability, Personality, Career Self-Efficacy, Emotional Intelligence, Spirituality, Occupational Hardiness.

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