

## **PAPER PRESENTATION SESSION L**

**14 November, 2014**

**13:00 ~ 14:45**

**Omnibus A Hall**

### **Protean Career of Professionals at E&E Industry: The moderating role of career strategies**

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#### **Abstract**

The purpose of this paper is to examine the influence of individual-related factors and the moderating role of career strategies on protean career among professional employees in Malaysian Electrical and Electrics (E&E) industry. This study draws on a sample of 306 professional employees in 18 Electrical and Electronics MNCs in Malaysia. Partial Least Squares Structural Equation Modelling (PLS-SEM) was employed for data analysis purposes. Our results suggest that individual-related variables are potential predictors of protean career. There is significant moderating effect of career strategies on the relationship between goal orientation and protean career among professional employees in E&E industry. Practical interventions for HRD professionals were suggested to assist individuals and organisations towards protean career in the career management process.

*Keywords: Career, Protean career, Professional, Job characteristics, Self-efficacy*