

Impact of Employees' Protean Career Attitudes on Organizational Commitment (With Special Reference to Financial Sector in Kandy District)

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Over the last two decades in spite of multitude of models seeking to explain contemporary careers, protean career has become widely recognized concept with in the organizational literature. The concept of protean career has been tested as an employee commitment forms. Consequently, career literature is with contradictory arguments and little empirical evidences have been observed. This study attempts to investigate how protean career attitudes impact on organizational commitment. Mixed study method was used. Data were collected through self-administered questionnaires and semi structured interviews. Questionnaires were distributed to 100 employees and semi structured interviews were conducted among 20 employees by using convenient sampling technique. Data analysis was performed using Descriptive Statistics, Correlation Analysis, Simple Linear Regression Analysis, Multiple Regression Analysis and Thematic Analysis and finally Triangulation. The findings of the study revealed that protean career attitudes have significant positive relationship and impact on organizational commitment. Moreover, self-directed career management and value driven predispositions positively related to organizational commitment, while self-directed career management impacts more on organizational commitment than value driven predispositions. Findings of the study concluded that having a protean career attitude, individual does not automatically result in less organizational commitment. Study recommended that for organizations, it is important to provide development opportunities for their employees with better career management.

Keywords: Protean career attitudes, Organizational commitment, Contemporary career