

# **Impact of Mentoring on Employee Extrinsic and Intrinsic Career Success; The Role of Career Motivation Climate (With Special Reference to Leading Finance Institutions, Sri Lanka)**

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Mentoring is the relationship arises among at least two or more individuals. A senior person serves as a mentor, and a person with less experience serves as a mentee. It involves transformation of individuals' mental status. Career success can be achieved through career motivational climate, which refers to the stimulating nature of work place to achieve individuals' career success. Current researcher identifies a gap in the literature about the impact of mentoring on extrinsic and intrinsic career success through the moderating effect of career motivation climate. Hence, the researcher's attempt is to identify the moderating effect of career motivation climate on enhancing the strength of the relationship between mentoring and career success. Managerial level employees of Sri Lankan finance institutions are identified as the sample of the study. The sample size is 100 employees and a self-administered questionnaire was fielded to collect primary data by using convenient sampling technique. The data were analyzed using descriptive statistics, correlation coefficient analysis, simple regression and multiple regression analysis of SPSS software. The results of the study indicated that there is a positive relationship between mentoring and extrinsic and intrinsic career success and there is a moderating effect of career motivation climate on the relationship between mentoring and intrinsic career success. The findings of the study support to the human resource managers of finance institutions to identify career success, mentoring aspects to achieve career success and the actions to be taken for the development of career motivation climate of the institutions.

*Keywords:* Mentoring, Extrinsic career success, Intrinsic career success, Career motivation climate, Financial institutions