

Relationships between Protean Career, Career Self-Management and Work Life Balance

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ABSTRACT

Protean career is considered as an important determinant of work life balance in the contemporary career era. In this article, it was tested a model in which we specify the relationships between protean career, career self-management, and work life balance (work interference with personal life, personal life interference with work, and work/personal life enhancement). A survey was conducted among a sample of 188 managers from chain of convenience stores in four middle counties of Taiwan. The results support the idea that protean career is a significant antecedent of work/personal life enhancement and that this relationship is fully mediated by the career self-management. Self-directed is a significant antecedent of personal life interference with work, and work/personal life enhancement and that this relationship is also fully mediated by the development of career. The implications of these findings for understanding the process through which career attitude affects individuals' work life balance are discussed.

Keywords : protean career、career self-management、work life balance

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