

# Using Hierarchical Linear Modeling to Investigate the Influence of International Experience on Career Capital

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## ABSTRACT

Based on resource-based view theory, explore the impact of the international experience, internationalization, dynamic ability, and career capital. We tested the model using hierarchical linear modeling(HLM)with data obtained from a sample of 333 employees. At the individual level, international experience was positively related to target of career capital. At the work-unit level, the relationships among internationalization and dynamic capabilities and career capital were positive. Finally, the implications of current study and directions for future research are discussed.

Keywords : Career capital、International experience、Internationalization、Dynamic Capabilities

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