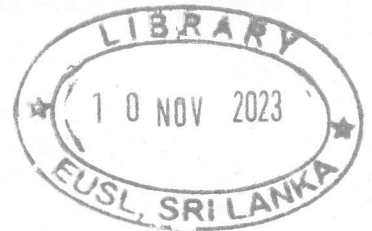


**INVESTIGATION OF THE RELATIONSHIP AMONG
PROACTIVE PERSONALITY, CAREER PLANNING, CAREER
SUCCESS AND JOB HOPPING**



BY

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RESEARCH

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ABSTRACT

Career success of employees brings a lot of healthiest benefits to the organizations and the personal life of the employees. The present study has twin aims to examine the relationship between proactive personality, career planning, career success and job hopping as well as to identify the mediating role of career planning in the relationship between proactive personality and career success. Study conducted with the mixed method of research approach both quantitative and qualitative methods used. For quantitative study, 220 employees from newly appointed Development Officers in Divisional Secretariat Offices in Batticaloa district were selected to get the responses. A self-administrated five-point Likert scale questionnaire was used to collect the required data. Five hypotheses were formulated and subsequently tested using the regression and correlation analyses. The study found that there is a significant relationship between proactive personality and career success. Career planning partially mediates the relationship between Proactive Personality and career success. Further, the study found that there is a significant relationship between job hopping and career success. For qualitative study, 10 employees from newly appointed Development Officers in Divisional Secretariat Offices in Batticaloa district were selected to get the responses. Semi-structured interviews were conducted to collect the required data. Education-Employment mismatch, Personal-professional Development, Prestige/Personal Respect, No clear list of duties, Wages and Benefits, Work Environment and Work Place Conflict are the reasons for low level of success in career identified through the interview. No success in current job, Career advancement, Skills, experience and knowledge development. Lower Income level, better work environment and Prestige are the reasons for job hopping identified through the interview.

Key words: *Career Success, Career Planning, Proactive personality, Job Hopping and Development Officers*

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