FACTORS AFFECTING INDIVIDUAL PROTEAN CAREER DECISION AMONG UNIVERSITY GRADUATES

(Research Thesis)

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To my Supervisor and other faculty members. I couldn't have done this research work without you. Thank you for all of your support and mentorship along the way.

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Declaration of Authentication

I, Mr. Shams-ul-Haq Khan, student of MS (Management Sciences) at Bahria University, Islamabad, hereby state that my MS thesis titled ***"Factors affecting individual protean career decision among university graduates"*** is my own work and has not been submitted previously by me for taking any degree from Bahria University or anywhere else in the country/world.

At any time if my statement is found to be incorrect even after my Graduate the university has the right to withdraw/cancel my PhD degree.

Signature:_____

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ABSTRACT

In recent years, the concept of protean career from boundaryless career has got great attention from researchers and this phenomenon is getting popular increasingly. According to researchers, protean career indicates psychological move/mobility of career during the life span. The purpose of this study is to examine the factors (career-related self-efficacy, perceived employability, academic interaction & peers) influence protean career decision of University graduates under the mediating role of career motivation. The base theory is the Social Cognitive Career Theory. A protean career here is evaluated at an academic level to determine the strategic role and gap in Higher Education. The survey conducted in Private and Public higher education Universities, based in Islamabad. This quantitative research adopted with semi-structured questionnaires and primary data collected from University graduates. Simple random sampling technique has been done with an updated version of SPSS for multiple regression and correlations of variables under study.

Keywords – Protean career, boundaryless career, University graduates, self-efficacy, employability, academic interaction, peers, career motivation.

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LIST OF ABBREVIATIONS

Abbreviation	Description
PC	Protean Career
SE	Self-Efficacy
PE	Perceived Employability
AIP	Academic Interaction & Peers