

**Major: HUMAN RESOURCE MANAGEMENT**

**IMPACT OF MENTORING ON EMPLOYEE'S CAREER  
SUCCESS: STUDY ON PAKISTAN'S TELECOM SECTOR**



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## ABSTRACT

This study is focused mainly on investigating the impact of mentoring on employee's career success with moderating effect of psychological empowerment. This study has considered mentoring as independent variable, psychological empowerment as moderating variable, and employee's career success as dependent variable in this study. However, this study has finalized telecom sector of twin cities in Pakistan to testify the relationship between variables mentioned above. The major emphasis in this study has been on assessing the relationship between mentoring (independent variable), psychological empowerment (moderating variable) and employee's career success (dependent variable) in telecom sector of twin cities in Pakistan. To prove this relationship, a survey has been conducted through an adopted structured questionnaire regarding this literature, in which employees working for telecom sector of twin cities in Pakistan, have been requested to share their experiences by filling the questionnaires. Sample size finalized for this study has been 250 employees working in telecom sector of twin cities in Pakistan and sampling technique used has been convenience sampling technique. Then, to identify the results on data gathered from the respondents, statistical instruments have been used. Some of the statistical instruments used in this study includes descriptive frequencies, reliability, correlation, regression, etc. Results derived through statistical instruments have shown that there exists a significant positive relationship between mentoring (independent variable), psychological empowerment (moderating variable) and employee's career success (dependent variable) in telecom sector of twin cities in Pakistan. Conclusively, it can be said that mentoring positively impacts employee's career success in telecom sector of twin cities in Pakistan. Finally, psychological empowerment significantly moderates the relationship between mentoring and psychological empowerment in telecom sector of twin cities in Pakistan.

**Key Words:** Mentoring, Psychological Empowerment, Employee's Career Success, etc.

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