

Linking Social Support with Career Success through the Lense of Career Adoptability

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The aim of this research is to check the mediating effect of career adoptability between social support and career success in nursing sector of Lahore Pakistan. The target population of the current research are nurses of public and private hospitals of Lahore. Data collected from 340 nurses with the help of convenience sampling technique. Data was analysed with the help of AMOS-24. From the prospective of social support, finding obtained in this study show the importance of social support and career adoptability in enhancing career success for nurses. This research shows that social support and career adaptability are directly and indirectly related to career success, proving the hypothesis model proposed in this study. Furthermore, through career success, there is a considerable positive indirect association between social support and career adoptability.

1. Introduction

Longer life expectancies and an increase in the number of people who suffer from chronic diseases will make shortages of nurses and become a real problem in numerous countries (Liu et al., 2019; Ravari et al., 2012; Spector et al., 2014). The success of nursing careers is an international issue due to the potential effect on patient care safety and quality, as well as the fact that low job satisfaction is a contributing factor in nurses quitting their current positions and the profession (Blackstock et al., 2022). A busy schedule and regular exposure to stressful situations, as shown by previous studies, lowers one's chances of succeeding in the workplace. It is noticed that social support has positive significant effect on Career success (De Oliveira et al., 2019). Career adoptability has positive significant effect on Career success (Chong & Leong, 2017). Positive social support is an important psychosocial meta-capacity which increase the moral of career success and life satisfaction. The person's self-control capabilities or skills for tackling new, challenging, and poorly defined challenges are given by a successful career adaptation. According to Maggiori et al. (2013), career adaptability is strongly correlated with people's job and life satisfaction. Furthermore, career adaptability tools may improve nurses' chances of locating a position that suits them as well as help them establish a fruitful social network (Pramukti et al., 2020).

Career success is not only important for public and private sector organizations, but it is important for healthcare sector of the country as well (Biggs & Robison, 2023), Career success desires to be at the center of lifetime learning. Furthermore, it provides high quality services, advanced healthcare sector are making attempt to provide opportunities for staff success (King et al., 2021; Wang & Hong, 2020). Health institutions have a formal and organized policy called "career success" that aims to increase staff understanding of elements that affect staff capacities, knowledge growth, and career prospects (Page et al., 2021; Sandehang et al., 2019). Successful professional adaptations serve as the cornerstone of the psychological framework that enhances a person's self-regulation abilities or capabilities for tackling uncharted, intricate, and unclear situations. Additionally, career adaptability resources may improve nurses' chances of locating a position that fits their qualifications as well as help them establish a fruitful social network (Hirschi & Koen, 2021). A challenge to nurses' career success is negative social support from parents, supervisors, and organizations, which decreases consistency and causes nurses to leave the nursing profession (Sheikhi et al., 2016).

There has been a global nursing shortage in the last ten years, particularly for nurses with a master's or doctoral degree, and the situation is worse in Asia. In 2017, China had 1.39 billion people and 3.8 million licensed nurses ("National Health Commission of the People's Republic of China", 2018). However, according to (Wang et al., 2018), just 0.7% of registered nurses had a master's or doctoral degree. One of the causes is the high correlation between job success and career development, which led many nurses with masters or doctoral degrees to be unhappy with their career success.

Higher levels of professional achievement, according to (Liu et al., 2016), can increase nurses' incentive to remain in their positions, thus enhancing the caliber of patient care. 26%

of the nurses, according to (Dall'Ora et al., 2015), were either somewhat or very dissatisfied with their current position. According to Shah et al. (2021), career success ranged from seventeen percent in Germany and nearly 1/3 of nurses worldwide and even in China this ratio is very high about 46%. According to the American Nurses Association and the Canadian Nurses Association, the majority of nurses with a master's or doctoral degree work as nurse anesthetists, clinical nurse specialists, nurse practitioners and nurse midwives in developed nations (American Nurses Association, 2018).

According to certain studies, nurses who obtained their master's or PhD degree were generally happy with their careers (Hayes et al., 2015; O'Keeffe et al., 2015). More than 1.66 nurses quit their jobs each year in the National Health Service (NHS) of the United Kingdom (UK) owing to career dissatisfaction, according to a recent analysis of turnover in the NHS (Audit Commission, 2016). The nurses of Pakistan of different sectors are facing the problem regarding career success and have been out matched in thriving global market. In international scenario, world organizations for e.g., IBM financed \$1 million for the establishment Career Vitality Centre and invested \$22 million, Bank of Montreal and Royal Bank invested \$65 and \$132 million respectively for employee development. A study by Fair place (2012) specifies that nearly two out of five British worker force 39 percent have never had an opportunity of career conversation with their supervisor, over a quarter 29 percent employees have no idea and plan for career success and only one in ten (10 %) feel that they have the opportunity for career success within their present organization (Gahrn-Andersen, 2022). Xerox Canada has almost spent \$10-million training budget for career success (Gahrn-Andersen, 2022). More than 50% of nurses, according to (Sheikhi et al., 2016), think they don't have the right opportunities for career success. (Adeniran et al., 2012) found that though consideration has been given to nurses' career success over the past few decades in the USA, over one-third of clinical nurses with 10 years or more of experience have yet to advance in their careers (Ramseur, Fuchs, Edwards, & Humphreys, 2018). Only 32% of nurses in the USA are able to develop in their careers, and some factors have an indirect impact on their careers (Heath, 2018; Moore et al., 2019).

According to Ghazwin et al. (2016), 45% of Iranian nurses were either moderately unhappy with their lives or were highly unhappy with them. It is vital to pay attention to this high proportion of life dissatisfaction and to put improvement strategies into action. In a previous study, (Trudel-Fitzgerald et al., 2019) found that about one-third of Americans are not happy with their lives. Thus, career success is serious problem for nurses especially in Pakistan. The main objective of current study is to check the mediating role of career adoptability in relation of social support with career success respectively. Current study contributes in body of literature by proposing career adoptability, social support and career success in a single model.

2. Literature Review

2.1 Social Exchange Theory

Description of reciprocity can be used to understand the theoretical underpinnings of social exchange (Eva et al., 2019). They contend that people act in ways that benefit others to arouse emotions of reciprocity are driven by rational self-interest. Kieserling (2019) expanded on this notion and said that the development of interpersonal relationships is based on these feelings of reciprocity. People respond favorably and will pay it forward out of an obligation of responsibility to the providers. Later, Cropanzano et al., (2017) stated that people develop ties with both individuals and organizations and related social exchange theory to organizations. Since then, a number of academics have used the social exchange theory as an organizational principle to explain why people behave in certain ways in organizations (Cropanzano et al., 2017). According to some researchers, social support can act as a catalyst for the development of social exchange interactions (Kurtessis et al., 2017; Liden et al., 2015). According to research, people who experience high levels of social support are more positive at work, perform better, are more satisfied with their jobs, and are less likely to consider quitting (Lee et al., 2020). In the current study, we view the social exchange as social support has significant effect on individual careers (career adoptability and career success) of the employees (Jones et al., 2016).

2.2 Career adoptability

Career adaptability is a social fundamental component of career construction theory and the area of occupational psychology. It is defined as a psychosocial resource that generates positive vibes to manage job-related responsibilities and traumas (Rudolph et al., 2019). According to literature definition of the career adaptability that it is psychosocial construct that helps individuals to cope with current anticipated and traumas in their occupational roles” (Johnston, 2018). According to Cooper et al. (2020); van Hooft et al. (2021), career adaptability is an autonomous, transactional, and changeable talent that allows workers to effectively address novel, complicated, and ill-defined problems during the course of their careers. Career adaptability refers to an individual's ability to use their psychosocial resources to deal with their current or anticipated activities and unforeseen changes at work (Rasheed et al., 2020). Career adaptability, in other words, is a psychosocial self-regulation tool that motivates workers to deal with changes at job (Di Fabio, 2017; Rasheed et al., 2020).

Literature concluded that the employees which face high level of career adaptability are more career oriented and cope future career tasks, manage responsibility for their career development, get more future opportunities. Career adoptability give hope to employee towards skills that they solved career related problems more efficiently and are more confident in future (Schabram et al., 2022; van Hooft et al., 2021). Career adaptability is psychosocial construct that are significantly associated with individuals' satisfaction with career and jobs (Ghani et al., 2022; Hickman et al., 2022).

Social Support

Social support is a psychological factor that enhance health and wellbeing in employee with positive behaviour change and it also enhance self-management in employee (Al-Dwaikat et al., 2021). Furthermore, the past literature defines as it is a significant psychological and material resources that enhance individual ability that deal with the stress to improve the wellbeing of employee (Gruber et al., 2021). Social support also leads toward abatement of pain, psychological and physiological wellbeing (Chen et al., 2019; Lennox & Wu, 2022; McDonagh et al., 2021; Vansteenkiste et al., 2020). The researchers reported that the central management staff have proper knowledge that how they cope with the negative factors that create stress and nothing negative behavior in significant positive social support (Bryant-Genevier et al., 2022; Sjolie et al., 2023). Furthermore, the argument are consistent with the social support system that have positive influence in the psychological health and physical wellbeing of employee and career success (Montoya & Uchino, 2023; Guimond et al., 2022; Venero et al., 2022). Social Support has positive significant effect on career success (Jiang 2017). Social support has also significant impact on career adoptability (Öztemel & Yıldız-Akyol, 2019).

H1: Social support has positive significant influence on (a) career adoptability, (b) career success.

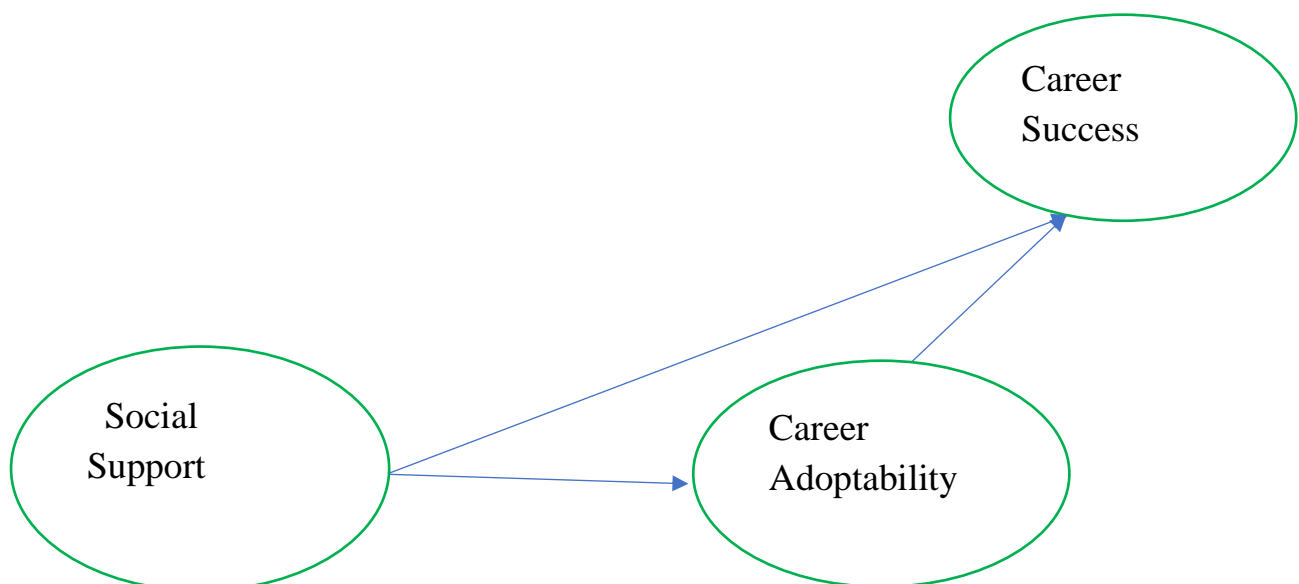
Career adoptability has positive significant effect on career success (Öztemel & Yıldız-Akyol, 2021). On the basis of this fact current research has proposed the following hypothesis.

H2: Career adoptability has positive significant influence on career success.

Due to above mentioned facts current study proposes the following mediation hypotheses.

H3: Career adoptability mediates the relationship of social support with career success.

Figure No 1: Research Model



The target population of the current research are nurses of public and private hospitals of Lahore. Data is collected from 340 nurses. On the basis of (1:10) item response theory Formula, no of items of questionnaire multiply with 10. (Jackson et al., 2003; Kim et al., 2014). Data was collected with the help of convenience sampling. Data was analysed with the help of AMOS-24 and SPSS-24.

3. Methodology

3.1 Instruments

Career adoptability is measured with the help of 12 items adopted scale (Maggiori et al., 2017). Response is measured on seven-point Likert type scale strongly disagrees to strongly agree. Social Support is measured with the help of 11 items adopted scale (Plaizier et al., 2018). Response is measured on seven-point Likert type scale strongly disagrees to strongly agree. Scale of career success comprises of 6 items, based on the work of (Dey, 2018). Response is measured on seven-point Likert type scale strongly disagrees to strongly agree.

4. Results and Discussions

4.1 Demographics

Demographic data provides the survey writer with a foundational understanding of participants' placement in the wider population. The questionnaire has various sections. The first part contains items of demographics. Gender, age group, marital status, managerial level, qualification, total work experience, types of hospitals, working hours, working hours (daily), recommended working hours for your position (daily) and stay in organization are demographically highlighted in this research. The nursing staff is where the demographic information is also acquired. This study provides documentation of the respondents' demographic analyses. Male and female genders are coded as 1 and 2, respectively. The demographic analysis shows that 290 respondents are used to find out the analysis. The table No. 4.1 and graph indicate that in nursing staff males are 35 and female are 255 out of 290 nurses. Their relevant percentage is 12.1% and 87.9% respectively. It means that female nursing staff is the main contribution in this study.

The demographic analysis of the respondents is main part in this research. The demographic analysis shows that 290 respondents are used to find out the results. From the above Table no. 4.2 and the graph no, 4.2 show that the age limits taken for the study are (21-28), (29-36) and (37-44). The relevant percentage for the class limits is 13.4%, 86.3% and 0.3% respectively. It means that age limit (29-36) acquires main portion in the study. The demographic analysis of the respondents is main part in this research. The demographic analysis shows that 290 respondents are used to find out the results. The marital status taken for the study are married, unmarried and widow. The relevant percentage for the class limits is 3.6%, 61.4% and 1% respectively. It means that marital status unmarried acquires main portion in the study.

The demographic analysis shows that 290 respondents are used to find out the results. The income group taken for the study are (10000-25000), (26000-35000), (36000-50000) and

above 50000. The relevant percentage for the class limits is 18.6%, 56.2%, 22.8 and 2.4% respectively. It means that income group (26000-35000) acquires main portion in the study. The demographic analysis of the respondents is documented in this research. Managerial Level is measured into two categories and assigned them codes as 1= "Top level" and 2= "Middle level". The demographic analysis shows that 290 respondents are used to find out the results. There are two managerial levels are taken as top level and middle level. This indicates that 275 nurses are from top level and 15 nurses are from middle level respectively. The relevant percentages for each of the levels are 94.8 % and 5.2% respectively. It shows that the lower level of nursing staff acquires main part in this study.

The demographic analysis of the respondents is main part in this research. Type of hospitals are divided into two levels and assigned codes as; 1= Pubic, 2= Private. The demographic analysis shows that 290 respondents are used to find out the results. The private and public hospitals are taken for this research. 121 nurses are from public hospital and 169 nurses are from private hospital respectively. This indicates that the relevant percentage of public hospital is 41.7% and private hospital is 58.3%. It shows that the main portion of private hospital is bit more than that of the public hospital. The demographic analysis of the respondents is main part in this research. Qualification has been calculated in years of education assigned codes as 1 = intermediate, 2 = graduation, 3 = master and 4 = MS/MPhil. The demographic analysis shows that 290 respondents are used to find out the results. The qualification of the nursing staff which is intermediate to MPhil. This indicates that 12 nurses are intermediate, 172 are graduation, 97 are master and 9 nurses are MPhil out of total 290 nurses with their relative percentages are 4.1%, 59.3, 33.4 and 3.1% respectively. It shows that majority of graduate nurses are in this study

The demographic analysis of the respondents is documented in this research. The demographic analysis shows that 290 respondents are used to find out the results. From the above table and graph indicate that the range of total job experience work of the nurses is 1-5 years, 6-10 years, 11-15 years, 16-20 years. It shows that 179 nurses have 1-5 years' experience, 109 have 6-10 years' experience, 1 has 11-15 year of experience and 1 has 16-20 years of experience. The relevant percentages for the respective work experiences are 61.7, 37.6, 0.3 and 0.3 respectively. The demographic analysis of the respondents is recognized in this research. The demographic analysis shows that 290 respondents are used to find out the results. It shows that there are three ranges of stay of nurses in the current organization in a year as (1-5) years, (6-10) years, (11-15) years, (16-20) years and more than 20 years, there are 183 nurses, 21 nurses, 48 nurses, 30 nurses and 8 nurses in each range respectively, who are experiencing their stay in the organization in years with relevant percentage are 63.1%, 7.2%, 16.6%, 10.3% and 2.8% respectively. This shows that main portion of nurses who stays in organization have above (1-5) years of experience.

4.2 Correlation

The test statistic known as Pearson's correlation evaluates the statistical relationship, or relationship, between two variables that are continuous.

Table No 1: Correlation Analysis

	Career Adoptability	Social Support	Career Success
Career Adoptability	1		
Social Support	.523**	1	
Career Success	.442**	.364**	1

The correlation coefficient is very highly substantially distinct from zero ($P < 0.001$), as is evident from the preceding table. It shows that there is a positive and significant correlation among the variables. The correlation between the social support and career adaptability = 0.523** and social support and career success = 0.364**. It shows that there are positive correlation among the variables. The coefficient of correlation among the career success and career adaptability is 0.442** this value shows positive correlation among both variables.

4.3 Amos Results

4.3.1 Model Fitness Ratio

Before the measurement model's validity is sufficiently established, there is no purpose in moving on to the structural model [in SEM] (Paswan & Ganesh, 2009). Confirmatory factor analysis (CFA) can be used for this. CFA can be used to specify factor structure based on a sound theory. A proposed theoretical model's dependability and validity can be evaluated quantitatively using CFA.

Researchers evaluate a model using a variety of goodness-of-fit indices to determine how well it fits the data. The Normed Fit Index (NFI), Non-Normed Fit Index (NNFI, also called TLI), Incremental Fit Index (IFI), Comparative Fit Index (CFI) and, Root Mean Square Error of Approximation (RMSEA), are a few examples of typical fit indices. The main determinants of whether a good fit occurs are the wellness of several indicators with types of data, various sample sizes, and ranges of permissible scores (Al-Emran et al., 2018; Boateng et al., 2018). TLI, CFI, and RMSEA are typically used in only once study (Weiner et al., 2017). This study shows that AMOS's Model Fit Summaries output contains a greater number of goodness-of-fit metrics. CMIN/DF is the chi-square index of fit divided by degrees of freedom, beginning with the relative chi-square. It is also known as the chi-square to df ratio or the normed chi-square. This normalization aims to reduce the sample size dependence of the model chi-square.

Table No 2: Model Fitness Ratio

Model	NPAR	CMIN	DF	P	CMIN/DF
"Saturated model"	14	.000	0		
"Default model"	13	20.048	1	.000	20.048
"Independence model"	4	251.531	10	.000	25.153

The relative chi-square must be in the 3:1 or 2:1 or range (Carmines & McIver, 1981). It is stated that value of 2 or less describe good fit (Ullman, 2001). Moreover, 3 or fewer is satisfactory (Kline, 1998). A p value= 0.003 would be consider enough if your distribution fulfils the chi-square test applicability criteria (Gopal, Singh, & Aggarwal, 2021) while others insist relative chi-square should be 2 or less. The p-value and relative chi-square (CMIN/DF) for default model (measurement model) of this study are > 0.003 and 20.048 respectively, which is acceptable.

4.3.2 Baseline Comparisons

CFI, IFI, TLI, NFI and RFI for this study. The Bentler Comparison Fit Index, or CFI, examines the fit of the current model to a null model that posits that the indicator variables and, by extension, the latent variables in the model are uncorrelated (the "independence model"). CFI ranges between 0 and 1. A very excellent match is indicated by a CFI near to 1. It is customary to accept a model when the CFI value is equal to or higher than 0.90, which shows that the model is capable of accounting for 90% of the covariation in the data. Note According to (Ju & Sun, 2015; Loehlin & Beaujean, 2016), CFI is biased as it is a model fit metric based on no centrality. The study model's CFI, however, is 0.921, which is considered acceptable. To accept the model, the incremental fit index (IFI) must likewise be equal to or higher than 0.90. Some investigators choose IFI since it is largely independent of the number of participants. This study's IFI was reported to be 0.924. Instead of requiring chi-square assumptions, the Normed Fit Index (NFI) was created as a CFI substitute. "Normed" denotes a range from 0 to 1, with 1 denoting the ideal fit. The NFI measures how well the researcher's model fits the data better than the null model (uncorrelated measured variables). The study's reported NFI is 0.920. Similar to NFI, the Tucker-Lewis Index (TLI), also known as the Non-Normed Fit Index, penalises for model complexity. TLI was discovered by (Biwer et al., 2021) to be mostly independent of sample size. A TLI near 1 denotes a good match. Rarely, because to TLI's propensity to run lower than GFI, some authors have utilised a threshold as low as 0.80. (Boateng et al., 2018) proposed TLI ≥ 0.95 as the cutoff for a successful model fit, and this has now gained widespread acceptance (e.g., by (Kyriazos, 2018). TLI readings under 0.90 suggest that the model needs to be respecified. This study's model's TLI is 0.211, hence the model has to be respecified. It is not certain that the relative fit index (RFI), also known as RHO1, would range from 0 to 1. RFI near 1 though denotes a good match. The model's predicted RFI is 0.203.

Table No 3: Value of CFI, IFI, TLI, NFI and RFI

Model	NFI	RFI	IFI	TLI	CFI
Saturated model	1.000		1.000		1.000
Default model	.920	.203	.924	.211	.921
Independence model	.000	.000	.000	.000	.000

Figure No 2: SEM Analysis

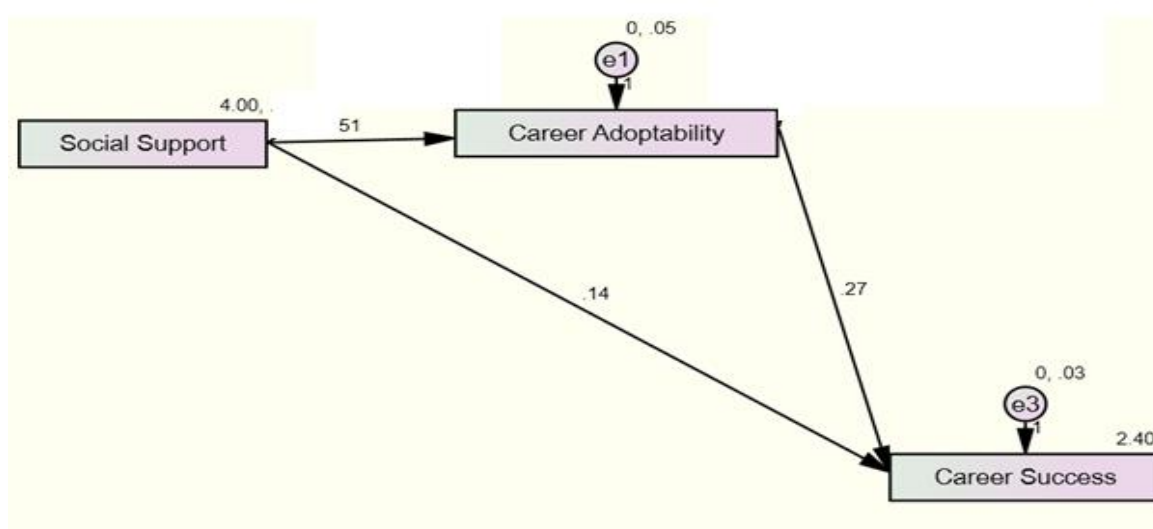


Table No 4: Regression Weights: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Label
CA	<--- SS	.511	.049	10.438	***	par_2
CS	<--- CA	.267	.047	5.675	***	par_4
CS	<--- SS	.138	.046	2.993	.003	par_5

The social support ($CA \leftarrow SS$) with ($CR\ 10.438 > \text{cut of value } 2$, $\beta=0.511$ p-value less than 0.01) has a significant effect on the career adoptability, meaning that with the increasing social support, it will increase career adoptability, H1(a) is accepted. This result is similar with the result of Öztemel and Yıldız-Akyol (2019). The Social support ($CS \leftarrow SS$) with ($CR\ 2.993 > \text{cut of value } 2$, $\beta=0.138$) has a significant effect on the career success, meaning that with the increasing social support, It will increase career success, H1(b) is accepted. This result is similar with the result of Venero et al. (2022) The career adoptability ($CS \leftarrow CA$) with ($CR\ 5.675 > \text{cut of value } 2$, $\beta=0.267$) has a significant effect on the career success, meaning that with the increasing career adoptability, It will increase career success, H2 is accepted. This result is similar with the result of Öztemel and Yıldız-Akyol (2019). As all the paths are

significant, hence, career adoptability plays mediating role for the relation of social support with career success. H3 is accepted. This is the finding of current research.

4.4 Discussion

This study sought to investigate the relationships of social support with career adoptability, career success and life satisfaction as well as the mediating role of career adoptability with social support, career success and life satisfaction. Limited study were found in developing countries which have been able to examine the relationship of social support with career adoptability and life satisfaction. This study has contributed to the existing body of knowledge on the relationship between these concepts in organizational social support. The present study provided evidence for all hypothesis. The findings show that the majority of the hypotheses have been confirmed and that the hypothetical model has a decent goodness-of-fit. This section summarizes the study's findings, from which recommendations and findings are drawn. This study discusses the findings pertinent to each hypothesis in the subsections that follow, organized by hypothesis.

H1: Social support has positive significant influence on (a) career adoptability (b) career success

Investigating the direct and indirect effects of social support on career adoptability was one of this study's key goals, career success and life satisfaction of nurses of Punjab, Pakistan. In order to address the variety of results from the chosen sample, a detailed Amos analysis was conducted. The study results showed a strong direct link between social support career adoptability, career success and life satisfaction. The result of the following study clearly depicts the significant importance of social support with organizational factors

The findings of the following result concluded that social support have positive effect on career adoptability and career success. Strong social support system strength the career adoptability of nurses. In another sense, it may be claimed that people who feel greater social support from their workplaces, managers, or significant others are more adaptable in their job choices. Social support provides physical, emotional, and instrumental and informative support to nurses, helping them understand that they are appreciated, loved, and cared for while also preserving their psychological health by minimizing the negative effects of an emergency or transition in their lives, making adapting to these crises. According to Pakistan, cultural features are more prominent and may contribute to where nurses' career is viewed as a negative job. Social support improves career problem-solving abilities and has a good impact on the growth of career flexibility. Perceived social support has been demonstrated in prior studies to assist job adaptability and support successful career planning. According to this study's findings, social support has an important part in predicting career adaptability.

In light of the aforementioned connections, substantial levels of social support from an organization, employees, and significant others are seen to facilitate career adaptability. This outcome was consistent with the findings of various earlier studies. Social support is an

excellent indicator of career adaptability, according to other more recently conducted studies that looked at its influences on this trait. According to the study's findings, social support may play a key role in a child's ability to adjust to a field, and career counsellors may assist the growth of children's career adaptability abilities by participating in specific activities. Parents can assist in establishing positive career-related experiences for their kids and assist them in learning about these prospects. Consequently, they might aid in the growth of their career adaptability.

H2: Career adoptability has positive significant influence on career success

The purpose of the study was to examine the significant positive effect of carer adoptability on career success. With the help of Amos statistical analysis, the results concluded that career adoptability have positive relationship on career success. Career adaptability is a self-regulating, transactional, and adaptable capacity that supports adaption and effective transitions throughout the career lifecycle by managing with tasks related to development, and potential shifts in the career setting. Overall, professional adaptability supports a person's capacity to endure and manage uncertainty as well as to manage and organize worries concerning their future in school and employment. It additionally fosters career success and good health. The career adoptability positively correlated and leads towards career success and makes less afraid to fail in achieving their future goals.

H3: Career adoptability mediates the relationship of social support with career success

The main aim of the present research was to investigate the mediating role of career adoptability with social support and career. The data were collected from the nurses of Punjab, Pakistan. The results of the following study concluded that the career adoptability mediates the relationship of social support with career success. The results of the present research showed that career adoptability intervening the association between social support and career success, with high social support experiences and/or perceptions being positively correlated with perceived organizational career adoptability and career success.

5. Conclusions

This study provides empirical evidence for the importance of factors such as career adoptability, career success and social support and future career adoptability can help to improve the career success of nurses. From the prospective of social support, finding obtained in this study show the importance of social support and career adoptability in enhancing career success. The results of this study confirm the hypothetical model that was built in this research by demonstrating how social support and career adoptability both directly and indirectly connect to career success. In addition, social support and career success are positively related indirectly through career adoptability.

5.1 Limitation and Future Research

In addition to making distinctive contributions to the literature on career adaptability, this study had several drawbacks. The first drawback was that it concentrated on the Amos

analysis-based determinants of career adaptability and career success. Regarding this, it makes no suggestions as to which variable is the source or the outcome. Future researchers might therefore concentrate on research that will include more variables as independent variables. Second, the study's sample was made up of hospital nurses who had not yet fully adjusted to working life's reality. Future studies might concentrate on various participant groups. By comparing the career adaptability of working and non-working people in related studies, for instance, some advice may be attained.

Understanding the career adaptability of employed and unemployed people in this way may help to determine the direction of career counsellors' intervention programs. Thirdly, since all participants received the measures in the same order for this study, the order effects could be a potential constraint. The measurements can be administered in a different order in future research for a portion of the participant to get around this restriction. Only the beneficial aspects of social support are examined in this study. Future studies will also be conducted on the downsides of social support. The development of effective social support programs to comprehend job adaptability or enhance nurses' career adaptation abilities ought to be another area of concentration in future research. Similarly, social assistance programs and initiatives to enhance career adaptability abilities may be designed based on factors that may be connected to career adaptability.

There are several restrictions on this study that must be considered. First, the cross-sectional approach of the research with Pakistani nurses restricts the generalizability of the findings. Second, the individuals' ethnic background and socioeconomic status (SES) have not been disclosed. Results may be impacted by common method variance because self-reported measures were employed to gauge career adaptability, social support, job success, and life happiness. Future studies in the context of positive psychology might also take into account other beneficial effects like good affect and happiness, which could prevent the emergence of psychopathological results (e.g., depressive symptoms and anxiety).

5.2 Recommendation

Important psychological traits in nurses include social support and career adaptability. To increase a nurse's capacity to embrace a career path and hence increase career success, career counselling must take these traits into consideration. Hospital HR departments should implement career programs to improve nurses' problem-solving skills, offer thorough academic counselling, and promote positive learning settings.

Additionally, nursing school administrators should construct specialized websites that aid nurses in understanding career adoptability and industry-academia collaboration programs. In order to promote conversations and interactions among nurses, school counselling departments can also conduct workshops on career development and life skills. Establishing career goals and stress management techniques can also help nurses feel more confident about finishing different stages.

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