

Abstract

This study examines why some people are more successful in their careers than others in the public sector in Hong Kong. Although predictors of career success have drawn significant attention from researchers, prior studies on the determinants of career success have focused mainly on the workforce in general as well as solely on a single country or region, usually the U.S. or Europe. Extrinsic career success in the public sector in Hong Kong remains under-researched. The main goals of this study are to investigate the factors affecting extrinsic career success in the public sector in Hong Kong, to ultimately facilitate employers' more effective personnel selection and human resource management practice and to gain an insight on career development from the individual's point of view as individuals spend about a third of their time at work. Eighty-seven subjects who currently work in the public sector in Hong Kong filled out a survey – the data was analyzed using hierarchical regression analysis. The results reveal that human capital factors are more associated with extrinsic career success in the public sector in Hong Kong than individual factors.