

The predicting roles of work motivation, self-efficacy and conscientiousness to career adaptability for the Chinese young adults

Abstract

Based on career construction theory and self-determination theory, the current study investigated the relationship between work motivation, self-efficacy, conscientiousness and career adaptability, as well as the potential moderating effect among the young adults in China. A total sample of 109 data was collected. Results showed that all work motivation, self-efficacy and conscientiousness could separately explain and predict career adaptability significantly. While the moderation effect of self-efficacy and conscientiousness in the relationship between work motivation and career adaptability did not exist. The findings carried theoretical implications for future studies concentrated on career adaptability and practical implications for the career education and counseling practice for the youth.