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AN EMPIRICAL INVESTIGATION OF FACTORS AFFECTING CAREER SUCCESS ON TOP LEVEL MANAGERS IN LISTED COMPANIES IN SRI LANAKA

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CANDIDATE'S DECLARATION

The work described in this thesis was carried out by me under the supervision of Professor H H D N P Opatha, Department of Human Resource Management of the University of Sri Jayewardenepura, and a report on this has not been submitted in whole or in part to any university or any other institution for another Degree/Diploma.

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SUPERVISOR'S DECLARATION

I certify that the above statement made by the candidate is true and that this thesis is suitable for submission to the University of Sri Jayewardenepura for the purpose of evaluation.

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ABSTRACT

Previous researchers have largely ignored simultaneous effect of competencies, and other factors such as individual character, personality type and emotional intelligence on career success of an individual in a single study. A comprehensive model of career success at individual level needs to include all these factors as all these factors study the aggregate or cumulative outcomes of career success. In Sri Lankan context a little work has been done to identify empirically the factors affecting career success at the top management level. This is the research gap addressed by this study. The main objective of the study is to identify the impact of technical, human relations and conceptual competencies, emotional intelligence, personality and individual character on career success of the top level managers and revealed the aggregate effect of these factors on career success of the top level mangers.

Purpose of this study is analytical or hypotheses testing. The type of the investigation of this study was Correlational. The study was cross sectional nature in time horizon. The researcher interference in normal flow of event was minimal; hence study was conducted in a non contrived setting. The population of this study consists of all the top level managers of listed companies registered under Colombo Stock Exchange in Sri Lanka. Thirty listed companies had been selected by using stratified random sampling technique. The unit of analysis was individual: top-level managers. The survey method was adopted and 5 point Likert scale questionnaire was used in collecting primary data. The questionnaires were distributed to all top level managers in selected thirty companies. Sample consists of 75 top level managers.

Statistical techniques of correlation, simple regression, independent sample t test and multiple regression analysis were used in testing the nine hypotheses of the study. The study found empirical evidence to support the hypotheses that six independent variables; technical, human relations and conceptual competencies, personality, emotional intelligence and individual character were significantly and positively related to career success of the top level managers in listed companies. The relative importance of each variable contributing to career success differs, where the most crucial factor is conceptual competency which explains 50.2 percent variance in career success. The six independent variables in the conceptual model namely; technical, human relations and conceptual competencies, emotional intelligence, personality and individual character explain almost 60% of the variance in career success of the top-level managers in the listed companies. However, in the final model, which derives from multiple regression analysis, the significant predictors of career success were conceptual competency, individual character and extravert personality. The findings conclude that among these six variables, most significant contributing factors of career success respectively were conceptual competence, individual character and extravert personality.

The model developed for this study was substantiated empirically and hence it could be used as an explanatory model of career success of top-level managers and original contribution to the body of knowledge. This study is also important for all types of managers and individuals in general as findings can be utilized to develop the crucial competencies in order to achieve the career success.

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