

Abstract

The purposes of this study, "Relationship between Proactive Personality, Perceived Organization Supports and Perceived Career Success: A Case Study of Support Officers in a University," were (1) to study personal factors (age, educational level, marital status and work experience) (2) to investigate the level of proactive personality, level of perceived organization supports and level of perceived career success, (3) to find correlation between proactive personality, perceived organization supports and perceived career success, and (4) to construct an equation predicting perceived career success using proactive personality and perceived organization supports as predicting variables.

The sample were 251 government officers at a University. The instruments uses were (1) questionnaires about personal factors, (2) a test of proactive personality, (3) questionnaires about perceived organization supports, and (4) questionnaires about perceived career success. Data were analyzed by frequency, percentage, arithmetic mean, standard deviation, t-test, one-way ANOVA, Pearson's product moment correlation, and stepwise multiple regression analysis. The results of this study were as follows:

1. There were high level of proactive personality, moderate level of perceived organization supports and high level of perceived career success.
2. Age, education level and marital status had no impact on perceived career success.
3. Subjects perceived significantly differently career success according to year of work ($t = .026$, $p < .05$). Those who work for 5 – 9 years perceived career success higher than the ones who worked lower than 5 years. Those who worked 15 years up perceived career success higher than the ones who worked lower than 5 years.

4. Proactive personality correlated positively and significantly with career success. ($r = .370, p < .01$)

5. Overall perceived organization supports correlate positively and significantly with career success. ($r = .514, p < .01$)

6. Overall perceived organization supports, proactive personality and perception of organizational support (security at work) were significant predictor of career success at 36.2 percentage.

The results of this study could be guideline to study and improve proactive personality and perceived organization supports, to lead to higher level of perception of career success.