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## ***Poster***

# **Uncovering Gender and Temporal Dynamics: Career Resources Impacting Career Success**

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## **Abstract**

This study examines whether the Conservation of Resources theory propositions are supported using three-wave survey data (one month between measurements) of 543 employed individuals, as analysed via Latent Growth Modelling. Subjective career success fluctuated throughout the two months of the study, decreasing in the absence of career resources. Human capital, environmental, motivation, and self-management resources predicted workers' subjective career success over time, but these effects were moderated by gender. Human capital only predicted the objective career success of women, not men. This means that men's subjective and objective success are aligned and predicted by the same resources, whereas women need to mobilise different resources to achieve each type of success.

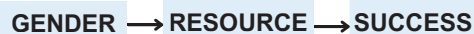
# Uncovering Gender and Temporal Dynamics: Career Resources Impacting Career Success

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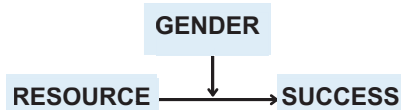
## Introduction

- Global Gender Pay Gap at 14% (PwC, 2023).
- Need to explore what predicts women's and men's objective career success (OCS), as well as subjective career satisfaction (SCS) (Seibert et al., 2024).
- Career resources as predictors of career success have been established (Haenggli & Hirschi, 2020), but not in a full-panel time-lagged design, and not with gender lens (Frear et al., 2019):

### RQ1: Unequal Attribute



### RQ2: Unequal Effect



## Methods

- Quantitative time-lagged online questionnaires.
- Three time-points, one month apart, full-panel design.
- 543 employed women (52%) and men, mean age 40.
- Measures:
  - SCS Inventory (Schockley et al., 2016)
  - Career Resources Questionnaire (Hirschi et al., 2018)
  - OCS - self-reported salary, promotions in current job and career and seniority level
- Control variables:
  - Hours worked per week
  - Tenure in current job
  - Occupation, industry and sector
  - Caring responsibility
  - Age
  - Education level

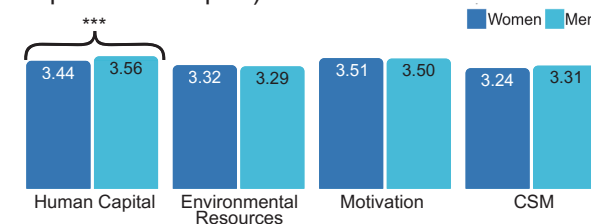
Men's career satisfaction and success predictors are aligned, whereas women must work harder to get both, as they tend to have one or the other.



scan the QR code to access the references and the full paper on OSF

## Results

### RQ1: Unequal Attribute = no support (except Human Capital)



### RQ2: Unequal Effect = support

→ Latent Growth Model to predict SCS

→ Hierarchical regression to predict OCS

	Women	Men
<b>Predictor variables</b>	$\beta$	$\beta$
<b>Step 1 – Controls</b>		
Carer responsibility	ns	ns
Baseline SCS	ns	.20***
<b>Step 2 – Human Capital</b>		
Occupational Expertise	ns	ns
Job Market Knowledge	.14**	ns
Soft Skills	.14**	ns
<b>Variance explained (R<sup>2</sup>)</b>	<b>.36***</b>	<b>.40***</b>

\*  $p < .05$  | \*\*  $p \leq .01$  | \*\*\*  $p \leq .001$

= All the resources predict men's SCS positively and significantly over time, which in turn leads to higher OCS.

= Women's environment and motivation are the strongest predictors of SCS, while human capital predicts their OCS. Their two facets of success do not occur simultaneously and do not predict each other.

## Discussion

- **Interpretation:** different resources predict women's OCS and SCS, whereas for men the predictors are aligned.
  - For men, resources improve SCS, which in turn, increases OCS.
  - For women, a resource predicts either, but not both.
- **Limitations:** a combination of within-Ss and between-Ss analysis (like RI-CLPM) would be more robust, and is recommended for future research.
- **Implications:** women require more support from their workplace to feel satisfied, and particularly L&D provision of soft skills and job market training.