

## **2015 TOSOK International Tourism Conference**

**Job Traits, Career Satisfaction and Future Intention: new evidence from Cyprus**

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### ***Extended Abstract***

Job satisfaction is probably one of the most researched topics in hospitality and tourism literature. Scholars have invested considerable resources in investigating this topic from an array of different perspectives with the intention of enhancing our conceptual understanding of the defining elements that affect employees' satisfaction in the workplace. In contrast career satisfaction, defined as "...the individual's satisfaction with the accumulation of their career-related experiences" (Dacre-Pool and Qualter, 2013, p. 216), has received much less attention. According to Heslin (2005) being satisfied with one's career is the most usual manner in which to operationalize career success which in itself is a subjective state (De Vos and Soens, 2008). Laschinger (2012), by exploring employees' job and career satisfaction, concludes that both are significantly associated to a variety of workforce conditions, including future career turnover behaviors and intentions.

The primary purpose of this study was to holistically investigate the relationship between intrinsic and extrinsic job satisfaction traits and the individual's career satisfaction, and subsequent intention to remain in the hospitality industry. Following a thorough review of existing literature (e.g. Rotenberry and Moberg, 2007; Kuruüzüm et al., 2009; Yang, 2010; Ineson et al., 2013; Zopiatis et al., 2014), and by utilizing deductive reasoning and a quantitative methodology, the following five hypotheses were postulated and tested.

***H1:*** There is a positive association between Intrinsic Job Satisfaction and the individual's current level of career satisfaction/progression.

***H2:*** There is a positive association between Intrinsic Job Satisfaction and the individual's future intention to remain with the industry.

***H3:*** There is a positive association between Extrinsic Job Satisfaction and the individual's current level of career satisfaction/progression.

***H4:*** There is a positive association between Extrinsic Job Satisfaction and the individual's future intention to remain with the industry.

***H5:*** There is a positive association between the individual's current level of career satisfaction/progression and its future intention to remain in the industry.

Reflecting on existing literature, a quantitative survey was developed and