

# **The Linking between Protean Career Attitude and Career success in Academia: The Mediating role of Employees' Career Grit**

**Dr. Samar Alzamel , Dr. Mohammed Mustafa**

Assistant Professor, Department of Business Administration, College of Business & Economics (CBE), Qassim University, Buraydah 52571, Qassim, Kingdom of Saudi Arabia

Assistant Professor, College of Business Studies, Sudan University of Science and Technology, Sudan

[https://doi.org/10.35609/gcbssproceeding.2024.1\(38\)](https://doi.org/10.35609/gcbssproceeding.2024.1(38))

---

## **ABSTRACT**

---

Over last decades, career success is grasped the scholarly attention due to the change of employees' mindset toward the success in organization hierarchy. In the career success depends on promotions and career ladder (i.e., career path). So, the career was explained as the vertical progression (i.e., ladder) of the employee in the organizational steps, which follows a linear or specific path deemed to be executed in one or two organizations (Kurtuldu & Özçelik, 2023). However, career success in academic institutions is different due to the nature of career in universities or schools. Thus, the academic career success (ACS) is a cumulative outcome, the product of behaviors aggregated over a relatively long period of time (Hirschi et al., 2017; Seibert et al., 1999). Hence, academician nowadays is working hard to achieve their success in Universities. Mohammed and colleagues (2019) argued that academic staff need to be more proactive for gaining their success in universities. This because, the old theory of success is no more working, where the organization was enhancing employees to be more successful through sponsorship, trainings, and conferences (Fadul et al., 2019).

**Keywords:** protean career attitude (PCA), academic career success (ACS), Mediating role of Employees.