Gender, Experience Capital, and Career Outcomes: Mediation Model in International Business

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ABSTRACT

Gender disparities in global career advancement persist despite increasing diversity initiatives in multinational corporations. While prior research highlights differences in leadership representation and pay, limited empirical evidence explains the mechanisms underlying these inequalities in international business contexts. Drawing on career capital theory, this study proposes a moderated mediation model linking gender, experience capital, career outcomes, and national culture. Experience capital defined as cross-functional exposure, international assignments, and strategic project involvement is expected to positively influence career outcomes such as promotion and leadership attainment. The study hypothesizes that experience capital mediates the relationship between gender and career outcomes. Furthermore, national culture, particularly gender egalitarianism, is proposed to moderate the effect of experience capital on career outcomes. Using quantitative survey data from multinational corporation employees and structural equation modeling, this research aims to clarify whether experience capital functions as a structural mechanism in gender-based career inequality within global settings.

JEL Codes:

Keywords: *gender, experience capital, career outcomes, gender egalitarianism, international business*