

## **Impact of Workplace Mentoring on Employees' Career Development: Study of Executive Level Employees in Sanken Construction (PVT) Limited**

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Mentoring is a major determinant of career development of employees. Executive level employees of a construction company are facing career limitations in Sri Lanka. However, the extant literature does not represent consistent evidence regarding the relationships between mentoring and employees' career development. Hence, the purpose of this study is to assess the direct effect of workplace mentoring on the individuals' career development. Current study is quantitative and conducted as a cross-sectional field study. Standard questionnaire was distributed for the target sample as a Google form-online. According to the convenience sampling technique, final sample remains at 104 observations of executives in Sanken Constructions (Pvt) Ltd. The sample data set was analyzed through validity and reliability analysis, normality and linearity analysis and correlation and regression analysis with the aid of the Statistical Package for Social Sciences (SPSS).

It is found that there is a moderate positive correlation in between the mentoring and career development of employees. Further, findings present that mentoring significantly impacts on the individuals' career development. It validate the concept of mentoring has greater involvement in career development of employees. Organizations can survive and attain business success with embedded mentoring programs into their organizational culture. Career shocks and career stagnations of employees can be overcome through the mentoring. Other than that employees can be promoted, offered higher salaries. Having considering whole study, it is recommended for future researchers to enrich this study by using the probability sampling technique for selecting the bigger sample than the existing one. Further, they can conduct their new construct through longitudinal study across the industries and organizations for better results.

***Keywords:*** *Career Development, Construction Workers, Mentoring*

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