

Impact of Career Expectations and Organizational Commitment on Career Advancement: A Study of Executive-Level Female Employees in FMCG Industry of Sri Lanka

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In today's challenging and competitive environment, organizations are making continuous efforts to ensure employee career advancement as a strategy of increasing the level of engagement of their employees. This study investigates the impact of career expectations and organizational commitment on the career advancement of executive-level female employees in the FMCG industry of Sri Lanka. Career advancement is a form of career development that includes promoting employees to management and or professional positions in organizations. Career expectations refer to authentic and attainable aims, as well as career goals that an employee intends to achieve. Organizational commitment refers to employees' responsibilities and obligations towards an organization. This study is carried out as quantitative, explanatory research. This quantitative study is a cross-industry research as primary data were collected from multiple organizations in the FMCG industry using a standard questionnaire. Data were collected from a sample of 185 female executives working in organizations representing the FMCG industry. Data were analyzed using SPSS. According to the results, career expectations significantly impact the career advancement of executive-level female employees. Furthermore, it was found that organizational commitment mediates the relationship between career expectations and career development. The results-based findings of this study have important implications to the manufacturing sector, which can think about designing career management and development strategies for their employees that cater to the employees' career expectations.

Keywords: Career Advancement, Career Expectations, Organizational Commitment

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