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To employability and beyond

Sustainable careers within contextual boundaries

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Chapter 4
Supplementary
material

3

**OVERALL PATH
MODEL TEST
WITHOUT CONTROL
VARIABLES**

Overall Path Model Test Without Control Variables

Table S12. Psychological Capital, Career Adaptability, and Job Search Self-efficacy: Moderating role of social barriers and administrative (Model without control variables)

	Career Adaptability		Job Search Self-efficacy		
Independent variable					
Psychological Capital	.47 (.04) ***		.28 (.07) **		
Mediating variables					
Career Adaptability	---		.33 (.09) **		
Moderating variable					
Social Barriers	-.02 (.04)		.02 (.06)		
Administrative barriers	-.06 (.04)		-.12 (.06)		
Interaction terms					
Psychological capital*Social barriers	-.15 (.04) ***		---		
Psychological capital*Administrative barriers	.12 (.04) ***		---		
R ²	.33		.26		
	Effect	SE	p	LLCI	ULCI
Direct Effect	.28	.07	<.001	.14	.43
Total Effect	.44	.06	<.001	.32	.56
Indirect Effects					
	Bootstrapped Estimate		Boot LLCI	Boot ULCI	
Career Adaptability	.16		.08	.25	