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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