

FACTORS AFFECTING CAREER ADVANCEMENT AMONG YOUNG SCHOOL LEAVERS

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Abstract

This study examines the patterns of career advancement and factors affecting an individual's career advancement. Career advancement is measured using occupational mobility and income mobility. The analyses are based on 1702 young school leavers data for whom are available from the "Transition from School to Work" study, which was carried out between 1989 and 1996.

It is common to change occupation or employer or both in the early stages of the career. For every two individuals, one of them changes jobs within the seven years studied. Individuals in the professional group are the least likely to change occupation and the production workers are most likely to change occupation. For occupational mobility, the majority of the respondents does not experience career advancement. For income mobility, most of them enjoy career advancement.

For occupational mobility, the most important factor is first job socioeconomic status and it has a negative effect on career advancement. Demographic characteristics that are significant are gender, ethnicity and age. The individual, who is a female, non-Indian or older, gains more career advancement within the seven years studied. An individual enjoys more career advancement if he has more human capital investment or good academic performance. Job hopping has a negative effect on career advancement.

For income mobility, the most important factor is ethnicity. Other demographic characteristics that are significant are gender and place in which an individual grew up. The individual, who is a male, non-Bumiputera or grew up in an urban area, enjoys more career advancement. The amount of human capital investment and academic performance has a positive effect on career advancement measured using income mobility. First job starting income has a negative effect on career advancement.

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