Factors determining employee career success in the Chinese hotel industry: A perspective of Job-Demand Resources theory

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Figure 1: the conceptual framework

Notes: The solid arrows indicate direct effects and dash arrows defines indirect effects
**Figure 2:** Strengthen effects of psychological flexibility

Notes: CD: competency development, EL: Empowering leadership, EOR: Employee-organization relationship, PF: Psychological flexibility and CS: Career Success
**Figure 3:** The structural model assessment results

Notes: The solid arrows indicate direct effects and dash arrows defines indirect effects.