

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

LEI, Chun, HOSSAIN, Md Sazzad, MOSTAFIZ, Md Imtiaz and KHALIFA, Gamal S.A.

Available from Sheffield Hallam University Research Archive (SHURA) at:

<https://shura.shu.ac.uk/28848/>

This document is the Supplemental Material

Citation:

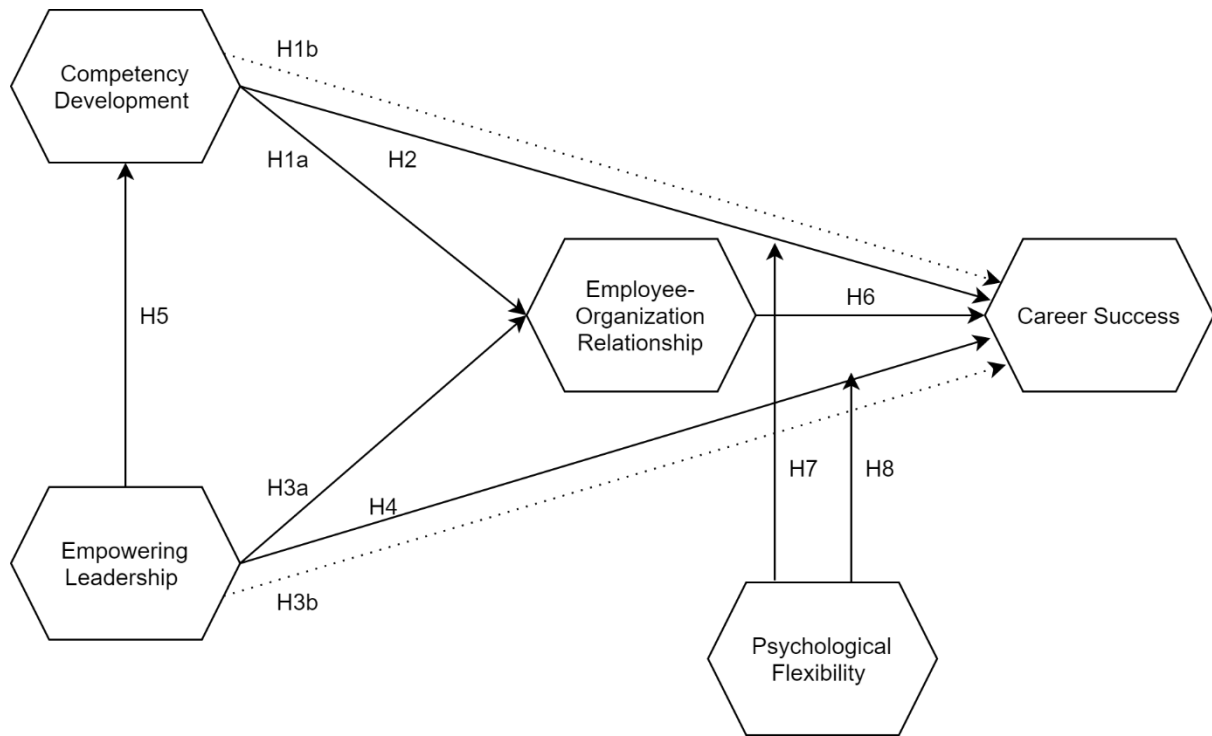
LEI, Chun, HOSSAIN, Md Sazzad, MOSTAFIZ, Md Imtiaz and KHALIFA, Gamal S.A. (2021). Factors determining employee career success in the Chinese hotel industry: A perspective of Job-Demand Resources theory. *Journal of Hospitality and Tourism Management*, 48, 301-311. [Article]

Copyright and re-use policy

See <http://shura.shu.ac.uk/information.html>

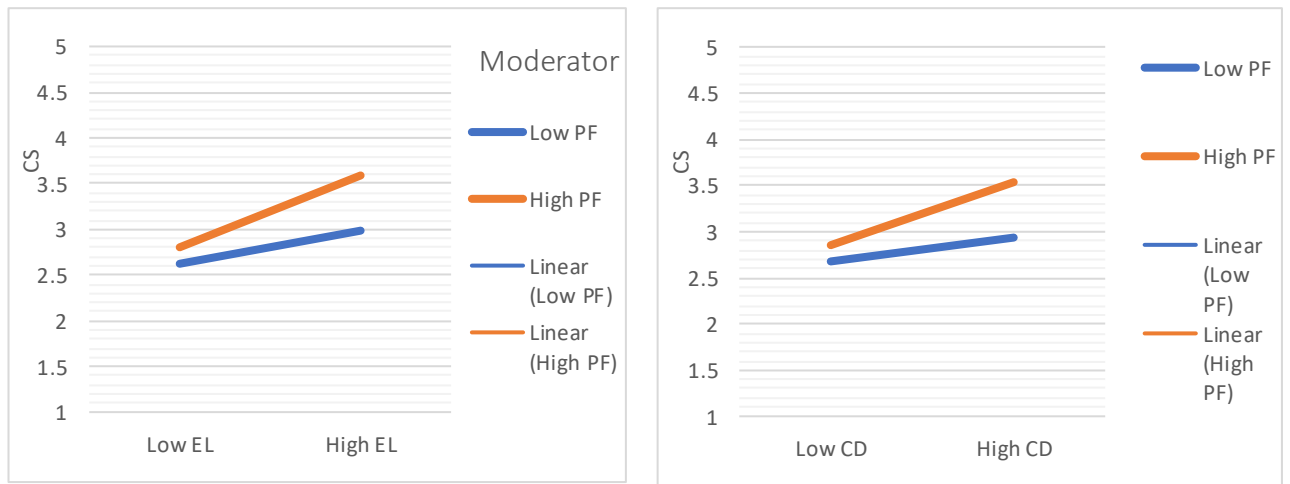
List of Figures

Figure 1: the conceptual framework



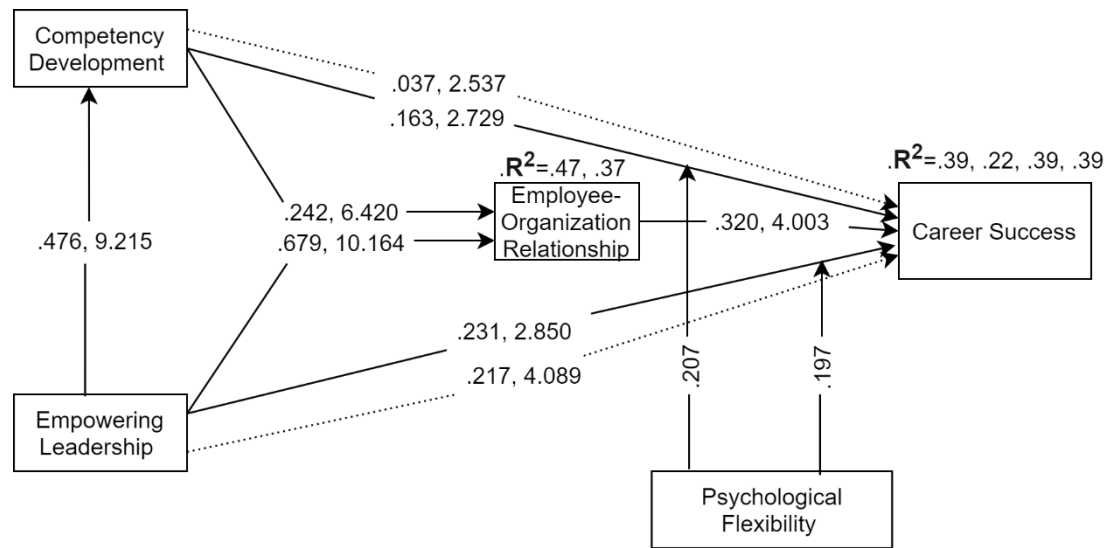
Notes: The solid arrows indicate direct effects and dash arrows defines indirect effects

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