

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:

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

This document is the author deposited version. You are advised to consult the publisher's version if you wish to cite from it.

Published version

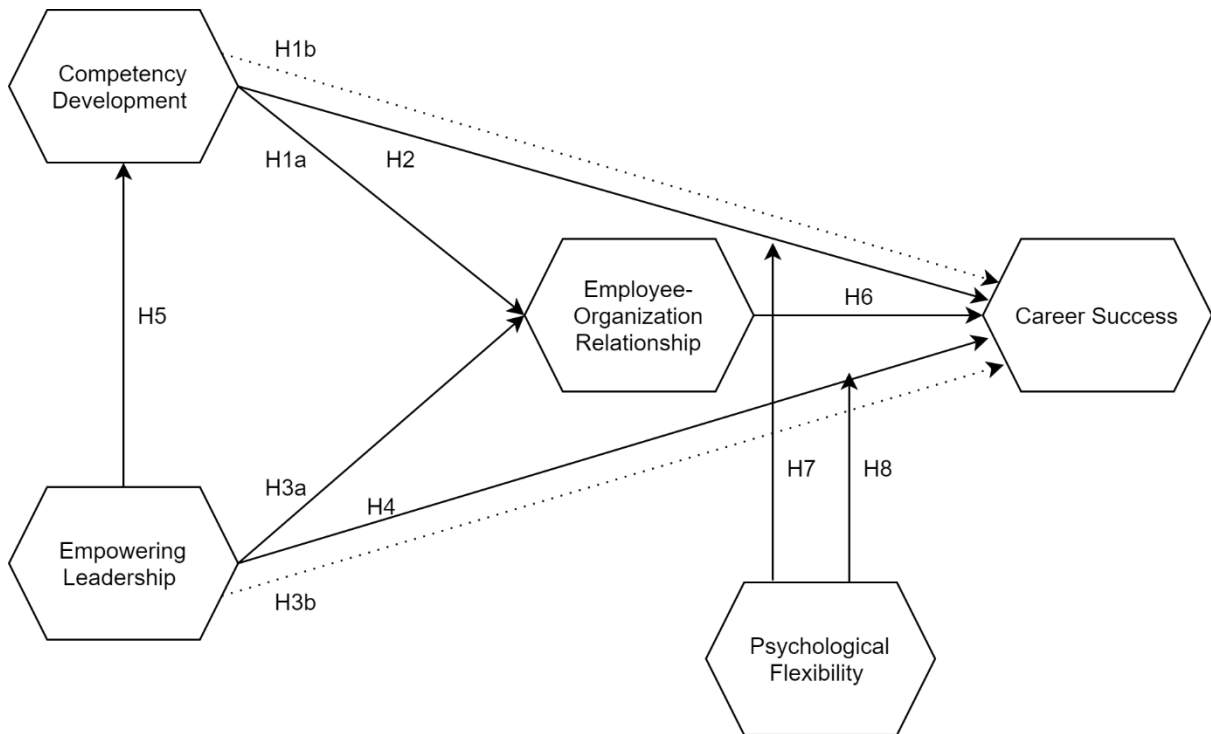
LEI, Chun, HOSSAIN, Md Sazzad, MOSTAFIZ, Md Imtiaz and KHALIFA, Gamal S.A. (2021). Factors determining employee career success in the Chinese hotel industry: A perspective of Job-Demand Resources theory. *Journal of Hospitality and Tourism Management*, 48, 301-311.

Copyright and re-use policy

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

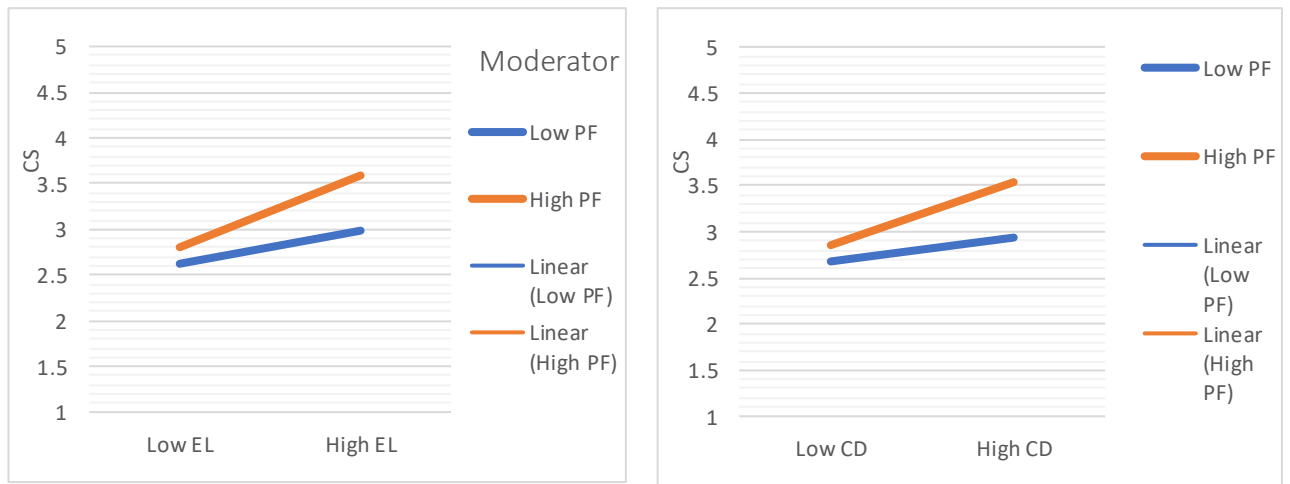
List of Figures

Figure 1: the conceptual framework



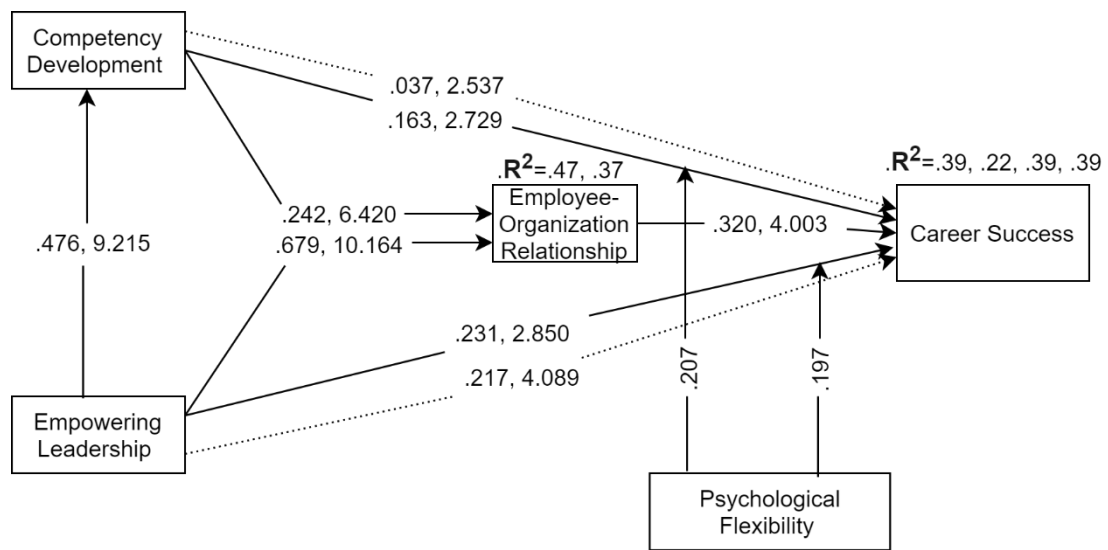
Notes: The solid arrows indicate direct effects and dash arrows defines indirect effects

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