

Academics' career success at Malaysian Research Universities: a literature review

Abstract

Background: The theories underpinning this study are based on three models: The Advanced Model of SCCT (Lent & Brown, 2006), Proactive Behaviour Model (Crant, 2000), and Integrated Models of Career Success (Barnett & Bradley, 2007). **Objective:** The purpose of this article is to develop a conceptual framework to measure academics' career success at Research Universities. **Results:** Five factors are found to have potential influences on academics' career success. The factors comprise of human capital factors, personality factors, person job-fit, personal and professional networking, and proactive behaviour. Additionally, this study projected that proactive behaviour mediates the relationship between personality and academics' career success. **Conclusion:** The practical implications here are in terms of strengthening the HRD framework through organizational development, training and career development that can promote positive career outcomes

Keyword: Career; Career success; Research Universities; Academic; Malaysia