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# The relationship between career motivation and self-efficacy with protégé career success

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### Abstract

Research exploring the underlying processes involved in successful mentorships has been lacking. In the present study, the roles of career motivation and career self-efficacy as explanatory factors were examined. Career motivation mediated the relationship between career mentoring and performance effectiveness. Contrary to prediction, only marginal support was received for career self-efficacy as a mediator between mentoring and indicators of career success. This research is unique in that it was the first to reveal linkages between mentoring, career self-efficacy, career motivation and protégé career success. Theoretical and practical implications of results are discussed.



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## Keywords

Mentor; Protégé; Career motivation; Career self-efficacy; Career success

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