Relationship of Social Support with Life Satisfaction: Mediating Role of Career Adoptability

Usman Arshad¹, Hafiz Muhammad Fakhar Zaman², Hummayun Raza Shakoor Watoo³

¹Assistant Accounts Officer, Department of Pakistan Military Accounts, Lahore, Punjab, Pakistan.
²School of Management and Economics, Kunming University of Science and Technology, Kunming, China.
³PhD Scholar School of Politics & International Relations Quaid-I-Azam University Islamabad, Pakistan.

Corresponding author: ameerzadafakhar@stu.kust.edu.cn

Keywords: Social Support, Career Adoptability, Life Satisfactions, Nursing Sector

DOI No: 10.56976/jsom.v1i2.2

The aim of this research is to check the mediating effect of career adoptability between social support and life satisfaction in nursing sector of Lahore Pakistan. The target population of the current research are nurses of public and private hospitals of Lahore. Data collected from 340 nurses with the help of convenience sampling technique. Data was analysed with the help of AMOS-24. From the prospective of social support, finding obtained in this study show the importance of social support and career adoptability in enhancing life satisfaction for nurses. This research shows that social support and career adaptability are directly and indirectly related to career success and life happiness career development, and that all variables are closely related, proving the hypothesis model proposed in this study. Furthermore, through career success and life satisfaction, there is a considerable positive indirect association between social support and career adoptability.
Introduction

Shortage of nurses have been a problem for a long time, and they will only get worse as people live longer and more individuals are diagnosed with chronic diseases in many nations (Lu et al., 2019; Ravari et al., 2012; Spector et al., 2014). Nurses’ life satisfaction and career success are a global concern due to the possible impact on patient care quality and safety, as well as low job satisfaction being a contributing reason in nurses quitting their current jobs and profession (Spence Laschinger et al. 2009). Previous research has shown that stressful routines and frequent interactions with stressful events lead to lower life satisfaction, particularly in nurses who lack of emotional intelligence and spiritual wellbeing. Positive social support is a vital psychosocial ability which increase the moral of life satisfaction. Successful career adaptability is a psychosocial construct that provides a person's self-regulation positive points or abilities for dealing with novel, composite, and vague challenges. Individuals’ job and life satisfaction are strongly linked to their ability to adapt their careers (Maggiori et al., 2013). Furthermore, career adaptability resources may help nurses discover a suitable employment and maintain an effective social support network (Koen et al., 2012).

Life satisfaction (LS) is a multidisciplinary topic that has been studied in social science research as well as medical and health sciences (O'Sullivan, 2011). Nursing college students value life happiness because it minimizes burnout from studying and reduces feelings of loneliness, worry, tension, and despair (Jeon et al. 2016). Life contentment is vital not only for today's perspective, but also for tomorrow's (Yoon & Choi, 2019). LS considers as intellectual, universal assessment of individual’s satisfaction with his/her life and this was significant characteristic of mind correctness and a vital trait of personal comfort (Denovan & Macaskill, 2017). In previous few years, LS and its predictors have gain abundant attention in the literature of recent researches. LS is a concept assessing whole comfort of overall one’s life (Karatepe Osman 2010)

The high level of life unhappiness necessitates immediate attention and execution of continual improvement. According to Kobau (2010); Friedman and Ryff (2017), about a third of the general population in the United States is unsatisfied with life. In our study, 39.3 percent of working ladies expressed overall happiness (Phore & Panchal, 2017). The competent (licensed) nurse should have the necessary skills and ability to perform her societal responsibilities (Roets & Maritz, 2017). These skills are acquired through clinical encounters, career advancement, and educational growth. The nurse creates the aim on her own, while the institution helps her achieve it. One of the features that characterizes nursing as a job, particularly in today's setting, is career development. Social support has positive significant effect on career adoptability (Rivera-Torres et al., 2013). From the best of researcher knowledge there is no researches which was identified the relationship of these variables with other variables of present research. i.e., and life satisfaction. Career adoptability has positive significant effect on LS (Ginevra et al., 2018).

Social support has positive significant effect on career success (CS) (De Oliveira et al., 2019). According to Cabras and Mondo (2018) career adaptability had positive insignificant effect on life satisfaction. This research is carried out education sector. Similar result was
found by Maggio (2021) career adaptability (CA) had positive insignificant impact on life satisfaction, this Research carried out of health sector sample included. Another research which was carried out on disable persons result indicates that CA is significantly positively correlates with LS. Furthermore, other research of Ginevra et al. (2018), indicates that CA has positive significant impact on LS. This research was carried out on employees of different sectors. Another research of Marcionetti and Rossier (2019) which was carried out on students described that CA has positive significant impact on LS.

According to Marcionetti and Rossier (2019), Social support (SS) has positive significant impact on CA. This research was carried out on students of universities. According to Ghosh and Fouad (2017) and Guan et al. (2016), Social support has positive impact on CA. This research was also carried out on students of universities. Similarly, Gupta (2019), examined that SS has positive impact on CA. This research was carried out on students of universities. SS has both positive insignificant and significant impact on CA (Gupta, 2019). It is noted that social SS has positive significant impact on LS (Gupta, 2019; Brailovskaia et al., 2019; Cao & Zhou, 2021; Dinisman, 2016). The study of Brailovskaia et al. (2019) is carried out on patients of health care sector. Above researches indicates that SS has positive strong and positive impact on LS respectively.

So, this study is configured to assess and evaluate the relationship of SS, CA and LS in nursing Sector of Pakistan. The different variables used to conclude this study remained: mediating variable – CA, independent variable - SS is independent variable while LS is taken as dependent variable. So, this study wants to assess and evaluate the relationship of SS, CA, and LS in nursing Sector of Pakistan. The aim of current research is checking the mediating role of career adoptability in relation of social support with career success and life satisfaction respectively.

**Literature Review**

**Social Exchange Theory (SET)**

The foundation for SET is proposed by Gouldner's (1960) examination of reciprocity. People are driven by balanced self-regard and involve in helpful behaviors to make other people feel good about themselves. According to Blau (1964), who developed this idea, these feelings of reciprocity serve as the basis for all relational interactions. Positive responses are received, and people will reciprocate out of a sense of duty to the suppliers. Later, Eisenberger et al. (1986) extended SET to companies, claiming that people create relationships with firms just as they do with individuals. Since then, SET has been used by a variety of scholars to describe specific behaviors and attitudes in firms (e.g., Masterson et al., 2000). According to some experts, SS can trigger the formation of social exchange connections (Rupp & Cropanzano, 2002; Moorman et al., 1998). According to research, employees who perceive high levels of SS are more positive, have higher job performance (Aryee et al., 2004), are extra pleased with their careers, and are less likely to leave (Aryee et al., 2004).

In present research, social exchange as SS has significant effect on individual CA of the employees (Ensher et al., 2001). According to this theory, SS also contributes to the
subjective wellbeing of employees positively (Shumaker & Brownell, 1984). LS is the main constituent of subjective wellbeing (Tankha, 2011). So, SS has also significant impact on LS.

**Career adoptability**

It is a psychosocial fundamental concept of career construction theory and the field of vocational psychology, and it is defined as "a psychosocial resource that creates positive vibes to manage profession related duties and traumas" (Rudolph et al., 2017). According to definitions found in the literature, career adaptability is a psychosocial component that aids people in handling trauma and obligations in their professional jobs (Savickas & Porfeli, 2012). During their professions, CA is a self-regulatory, transactional, and adaptable capability that allows workers to successfully tackle unexpected, difficult, and bad challenges (Savickas & Porfeli, 2012; Presbitero & Quita, 2017).

CA refers to a person's capacity to cope with present or foreseeable activities as well as unpredictably changing circumstances at work (Savickas, 1997, 2012, 2013). To put it another way, career adaptability is a psychosocial self-regulation resource that motivates employees to deal with organizational changes (Savickas, 2005; Di Fabio, 2017). Literature described that the workers who engage in better level of CA are more cope future career tasks, career oriented and accomplish obligation for their careered development, get more future opportunities. Career adoptability give hope to employee towards skills that they solved career related problems more efficiently and are more confident in future (Savickas & Porfeli, 2012; Hn et al., 2017).

Past literature concluded that hope and believes are future oriented positive factors that efficiently increase CA (Santilli et al., 2014; Ryan et al., 2017; Tolentino et al., 2014). CA create adaptive characteristics in employee that employee deals with career success tasks and career conditions (Savickas, 2013; Hirschi et al., 2015; Savickas & Porfeli, 2012; Hirschi, 2018). In career construction theory of adaptation concluded that career adaptability has a positive relationship with adapting response and also mediates the relationship with adaptively and adjusting replies (Savickas & Porfeli, 2012; Obschonka, & Hahn, 2018). Career adaptability is psychosocial construct that are significantly associated with individuals’ satisfaction with career and jobs (Chan & Mai, 2015; Zacher & Griffin, 2015; Pajic et al., 2018).

**Social Support**

SS is a psychological factor that enhance health and wellbeing in employee with positive behvaour change and it also enhance self-management in employee (Al-Dwaikat et al., 2019). Furthermore, the past literature defines as it is a significant psychological and material resources that enhance individual ability that deal with the stress to improve the wellbeing of employee (Cohen, 2004). SS also leads toward abatement of pain, psychological and physiological wellbeing (Wiesenberger et al., 2011; Brown et al., 2003; Roberts et al., 2015; King et al., 2017; Sambo et al., 2010). The researchers reported that the central management staff have proper knowledge that how they cope with the negative factors that create stress and nothing negative behavior in significant positive SS (Bowlby, 1988; Moffitt, 2003).
Furthermore, the argument is consistent with the social support system that have positive influence in the psychological health and physical wellbeing of employee (Friedman & Ryff, 2012; Wilmarth & Schopp, 2017).

**Life Satisfaction**

LS was an intellectual, universal assessment of individual’s satisfaction with his/her life and this was significant characteristic of mind correctness and a vital trait of personal comfort (Diener 1984; Pavot & Diener, 2008). LS was results in unique consequences especially about personal wellbeing over long period (Hirdes & Forbes, 1993; Çelik, 2016) and diminished death rate or enlarged span of life amongst Taiwanese (Mete 2005; Hegelund et al., 2019), Dutch (Deeg & Van Zonneveld, 1989) and British (Bowling & Grundy, 2009). LS yields in less menace of humanity, befalling in healthy persons (Chida & Steptoe, 2008; Compton & Hoffman, 2019). Results of LS are identical in old age (beyond age 55 years) people and in young people (lower than age 55) (Xu & Roberts, 2010). Discovering methods to upsurge the life satisfaction of helpless fresh students of college, countrywide research (N = 201,818) on college’ students of first year, it is reported that lower emotional wellbeing in twenty-five years, with females (38.3%) than males (17.6%) (Higher Education Research Institute 2011). For individual happiness satisfaction with personal job and life are identical vital spheres (Gao & Jin, 2014; Ruscitti et al., 2017). In previous few years, LS and its predictors have gain abundant attention in the literature of recent researches (Lavy & Ovadia, 2011; Dolan et al., 2008; Littman-Ovadia et al., 2017). New et al. (2014) estimated that approximately 50% respondents of their research were not happy with their life and job. Success in the Workplace Personal observation is the result of career success, which is defined as a set of internal experiences and a growth in perceived or actual endeavours (Meade, 2000; Clark et al., 2019).

**Theoretical Hypotheses Development**

SS has positive significant effect on CA (Jiang, 2017). SS has also significant impact on CA (Öztemel & Yıldız-Akyol, 2019). SS is also contributing to LS positively (Chang et al., 2015). The following hypothesis are given below

**H1: SS has positive significant influence on LS**

**H2: SS has positive significant influence on CA**

CA also has positive influence on LS (Hirschi, 2009). On the basis of these facts current research has proposed the following hypotheses.

**H3: CA has positive significant influence on LS.**

Due to above mentioned facts current study proposes the following mediation hypotheses.

**H4: CA mediates the relationship of SS with LS respectively.**
Figure No1: Hypothesized Research Model

Methodology

Unit of Analysis

The unit of analysis, according to Neuman (2005), is what is being investigated for the evaluation of data. Depending on context and the nature of the research, the unit of analysis is a group, individuals, or an organisation (McDougall & Oviatt, 2000). Nurses from Punjab, Pakistan, were used as the study's unit of analysis. As a result, nurses from the responding hospitals were called to obtain information on social support, career adaptability, professional success, and life happiness.

Population and Sampling

The target population of the current research are nurses of public and private hospitals of Lahore. Data collected from 340 nurses with the help of convenience sampling technique. The sampling method of this research is same like the technique of previous researches (For e.g., Ahmad et al., 2021; Saeed et al., 2014; Nadeem et al., 2021; Khan et al., 2021; Alvi et al., 2014; Khan, et al., 2019). Data was analysed with the help of AMOS-24.

Instruments

Career adoptability is measured with the help of 12 items adopted scale (Maggiori et al., 2017). Social Support is measured with the help of 11 items adopted scale (Goodger et al., 1999). Life Satisfaction is measured with the help of 5 items adopted scale. Strongly disagree to Strongly agree on a seven-point Likert type scale is used to measure every response.
Reliability Analysis

The alpha of reliability of Life Satisfaction is 0.76. The alpha of reliability of Career Adoptability is 0.86. The alpha of reliability of Social Support is 0.82. All the values are greater than 0.70 so data is reliable. This process is followed just like the process of past researches (Wang, et al., 2022; Jia et al., 2022).

Correlation

The statistical test Pearson’s correlation coefficient assesses the statistical link, or association, among 2 constructs.

<table>
<thead>
<tr>
<th></th>
<th>Life Satisfaction</th>
<th>Career Adoptability</th>
<th>Social Support</th>
<th>Career Success</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Satisfaction</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career Adoptability</td>
<td>.411**</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Support</td>
<td>.384**</td>
<td>.523**</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).

From the above table it is well expressed that the correlation coefficient is very highly significantly different from zero (P < 0.001). As the table shows the correlation between career adoptability and life satisfaction = 0.411**, social support and life satisfaction= 0.384**. It shows that there is a positive and significant correlation among the variables. The correlation between the social support and career adaptability=0.523**. It shows that there are positive correlation among the variables.

Amos Results

Model Fitness Ratio

It is futile to proceed with the structural model [in SEM] unless the validity of the measurement model is established (Paswan, 2009). CFA can be used to specify factor structure based on a good hypothesis. CFA can also provide quantitative measurements to evaluate the suggested theoretical model's reliability and validity. In order to evaluate a model's fit, researchers employ a variety of goodness-of-fit indices. The NFI, NNFI, CFI, and IFI are some of the most used fit indices (RMSEA). The validity of various indices with various types of data, sample sizes, and permissible score ranges are the most important elements in determining whether a good match exists (Mac-Callum et al., 1996; Hu & Bentler., 1999). For one-time studies, CFI, TLI and RMSEA are preferred (Schreiber et al., 2006). However, the majority of goodness-of-fit measurements reported in this study may be found in AMOS' Model Fit Summary output. Putting relative chi-square first CMIN/DF, also referred as normal chi-square, normed chi-square, or just chi-square to Df ratios, is the chi-square fit index divided by degrees of freedom. The goal of this norming is to make the model chi-square less reliant on sample size.

<table>
<thead>
<tr>
<th>Model</th>
<th>NPAR</th>
<th>DF</th>
<th>P</th>
<th>CMIN</th>
<th>CMIN/DF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Default model</td>
<td>13</td>
<td>4.5</td>
<td>.000</td>
<td>20.048</td>
<td>4.46</td>
</tr>
</tbody>
</table>
According to Carmines and McIver (1981), an adequate model should have a relative chi-square of 2:1 or 3:1. According to Ullman (2001), a score of 2 or less indicates an excellent fit. According to Kline (1998), 3 or fewer but less than 5 is acceptable. If your distribution meets the chi-square test application criteria (e.g., Schumacker & Lomax, 2004), a p value of 0.003 is acceptable, whereas others insist on a relative chi-square of 2 or less. The default model (measurement model) of this study has a p-value of > 0.003 and a relative chi-square (CMIN/DF) of 4.46, which is acceptable.

Baseline Comparisons

CFI, IFI, TLI, NFI and RFI for this study. The Comparative Fit Index, CFI, also known as the for this investigation, the CFI, IFI, TLI, NFI and RFI were used. The actual model fit is contrasted with a null model using the Comparative Fit Index, popularly called as the Bentler Comparative Fit Index. The CFI scale has a 0 to 1 range. The fit is acceptable when the CFI is close to 1. By convention, CFI should be equal to or greater than 0.90 to accept the model, this value in the current study is 0.92. IFI of the model has to be at least 0.90 in order to be accepted. IFI is recommended by certain researchers since it is relatively unaffected by sample size. This study's IFI was reported to be 0.924. The Normed Fit Index (NFI) was created as a replacement for the CFI that did not require chi-square assumptions. It is "normalised," ranging from 0 to 1, with 1 representing the best fit. NFI is a measure of how much the study's model outperforms the null model in terms of fit (uncorrelated measured variables). The recorded NFI for this inquiry was 0.920. While the NFI does not compensate for model complexity, the Tucker-Lewis Index (TLI), often referred to as the Non-Normed Fit Index. TLI was determined to be relatively independent of sample size by Marsh et al. (1988, 1996). A TLI of 1 or less suggests a good fit. Because TLI tends to be lower than GFI, some writers have adopted a cutoff as low as 0.80 on rare occasions. Hu and Bentler (1999) recommended TLI >= 0.95 as the threshold for a satisfactory fit of the model, and it is currently commonly accepted as the threshold (e.g., by Schumacker & Lomax, 2004). Less than 0.90 TLI data is generally that the model has to be respecified. As this study model's TLI is 0.86, it has to be respecified. The range of the Relative Fit Index (RFI), commonly termed as RHO1, is not ensured to be between 0 and 1. RFI close to one, is good value. This value is reported as 0.86. This value is also accepted.

<table>
<thead>
<tr>
<th>Table No3: Values of NFI, RFI, IFI, TLI, CFI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>Delta2</td>
</tr>
<tr>
<td>Default model</td>
</tr>
</tbody>
</table>

Assessing the Measurement Model

<table>
<thead>
<tr>
<th>Table No 4: Regression Weights</th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimate</td>
</tr>
<tr>
<td>CA &lt;---- SS</td>
</tr>
<tr>
<td>LS &lt;---- SS</td>
</tr>
<tr>
<td>LS &lt;---- CA</td>
</tr>
</tbody>
</table>
The Social support (CA ← SS) with (CR 10.438 > cut of value 2, p-value less than 0.01 and value of beta is 0.511) has a significant effect on the career adoptability, meaning that with the increasing social support, it will increase career adoptability, which is accepted. The Social support (LS ← SS) with (CR 3.784 > cut of value 2 p-value less than 0.01 and value of beta is 0.264) has a significant effect on life satisfaction, meaning that with the increasing social support, it will increase life satisfaction, which is accepted. The career adaptability (LS ← CA) with (CR 4.714 > cut of value 2, p-value less than 0.01 and value of beta is 0.337) has a significant effect on life satisfaction, meaning that with the increasing career adaptability, it will increase life satisfaction, which is accepted. The career adaptability (LS ← CA) with (CR 5.675 > cut of value 2 p-value less than 0.01 and value of beta is 0.267) has a significant effect on the career success, meaning that with the increasing career adaptability, it will increase career success, which is accepted.

Results also describe that CA play mediating role for the relationship of SS with LS.

The basic objectives of this research were to examine the direct and indirect effects of SS on the ability of nurses to embrace new careers and their level of LS. In order to address the variety of results from the chosen sample, a detailed Amos analysis was conducted. According to the study's findings, CA, and LS are strongly correlated with SS. The result of the following study clearly depicts the significant importance of SS with organizational factors. The findings of the following result concluded that SS have positive effect on CA. The finding of current study about the relationship of CA is just like the findings of Özetemel & Yıldız-Akyol (2019). Similarly, SS has positive impact on CA this finding is similar finding of previous researches (i.e., Jiang 2017; Safavi & Bouzari 2019). This study looked at nurses to determine whether there was a strong correlation between SS and LS. The results of this study indicate that there
is a strong direct relationship between SS and LS. Social support has a significant impact on one's happiness and health. These findings are consistent with earlier research undertaken in a number of nations. The current study also discovered that there was a substantial positive relationship between LS and perceived SS. It suggests that if the level of perceived SS among nurses rises, LS will rise in a positive manner; similar findings have been reported in earlier studies (For e.g., Chang et al., 2015).

The study's goal was to see if CA had a significant beneficial impact on LS. CA has a favorable association with LS, according to the results of Amos. CA is a transactional, self-regulatory and flexible capacity that promotes adjustment and effective transfer over the career lifespan by dealing with developmental milestones, current and future change in the career context. The results showed a direct relationship between CA and LS. The large positive direct relationship between CA and LS is aligned with the career-building idea of adaptation. The former connection asserts that CA is a crucial tool for enhancing personal wellbeing. This finding implies that good CA and transition may contribute to overall LS and positive functioning. The main purpose of the present research was to investigate the mediating role of CA with SS, and LS. The data were collected from the nurses of Punjab, Pakistan. The results of the following study concluded that the CA mediates the relationship of SS with LS.

Conclusions

This research backs up the importance of variables with actual proof of such as CA, LS and SS future which can help to improve the life satisfaction of nurses. From the prospective of social support, finding obtained in this study show the importance of social support and career adoptability in enhancing career success and life satisfaction for nurses. From this perspective, it could aid in the improvement of career center social support programs with the goal of improving nurses' well-being and life satisfaction. This research shows that social support and career adaptability are directly and indirectly related to career success and life happiness career development, and that all variables are closely related, proving the hypothesis model proposed in this study. Furthermore, through career success and life satisfaction, there is a considerable positive indirect association between social support and career adoptability.

Recommendation

Nurses' psychological attributes of social support and job adaptability are critical. To improve a nurse's career adoptability, which leads to boost career success, career coaching must take into account these traits. Hospital HR departments could develop career courses to help nurses improve their problem-solving skills, provide extensive academic assistance, and create pleasant learning settings. Nursing management could also establish industry-academic partnership programs and construct dedicated websites to assist nurses in understanding the career options. In addition, career development and life skills workshops can be held by school guidance departments to foster nurse talks and exchanges. In addition, developing stress management tactics and career goals may boost a nurse's confidence in completing different phases.

References


