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# **Impact of Proactive Personality on Career Adaptability and Their Intentions for Expatriate**

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## Impact of Proactive Personality on Career Adaptability and Their Intentions for Expatriate

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### ABSTRACT

Career decision-making is the biggest priority in an individual's life and needs to be adapted more rigorously than anything else. Therefore, it is imperative to look for those factors that can have an influence on career adaptability. Guided by career construction theory, this research study explores the impact of proactive personality on career adaptability. This study examines the mediating effect of resilience between proactive personality and career adaptability, and the mediating effect of cultural intelligence between intentions on expatriate career and career adaptability, and the moderating role of gender between intentions for an expatriate career and career adaptability. The study revealed interesting insights in relation to career adaptability and intention for an expatriate career.

### Introduction

Careers are becoming global, without boundaries, non-linear and diverse (Jiang, 2016). It has been contended that fruitful career advancement requires individuals to undertake self-improvement under work and work-related settings (Zacher, 2015). Adaptability is demonstrated when an individual consciously maintains integration with the environment and builds behaviors, attitudes and capabilities to fit into different careers (Ferreira, 2012). Whereas career adaptability has been defined as "a psychosocial state that signifies an individual's readiness and skills for adapting necessary career-related assignments, transitions (moving from school to higher education or doing an apprenticeship), traumas (e.g. losing a job) in their work-related roles" (Savickas & Porfeli, 2012). The term career adaptability was first introduced by Super and Knasel (1981), then this important concept was used by Savickas (1997) in his career construction theory. According to Savickas (2013), people develop their own careers by understanding their life patterns and their occupational personality. Additionally, adaptability reflects an individual's propensity to accept the changes that occur in his/her surroundings and that streamlines an active process of adaptation (Savickas, 2013; Tolentino, Garcia, Lu, Restubog, Bordia & Plewa, 2014). Career adaptability has various important aspects for career and job-related outcomes such as work engagement (Rossier, Zecca, Stauffer, Maggiori, & Dauwalder, 2012), lower turnovers, job and career satisfaction (Chan & Mai, 2015). There has been an ongoing need to explore the formation process of career adaptability, and thus to enrich our understanding of ways of improving and maintaining adaptability resources in occupational settings (Hameed, Khan, Sabharwal, Arain, & Hameed, 2017).

Previous studies showed that there is a strong relationship between career adaptability and proactive personalities, i.e., those individuals who take some personal actions to improve their environment (Bateman & Crant, 1993). Proactivity is a vital aspect that has a major effect on the formation of career adaptability (Tolentino et al., 2014). According to the authors, proactive people are more likely to take actions in improving their ways towards their career adaptability across circumstances (Öncel, 2014; Tolentino et al., 2014) but this rationale is somewhat unclear and needs more exploration.

Nowadays, contemporary work environments have become more stressful and turbulent than traditional environments, it has become more important than ever that individuals should develop the psychological capital to remain adaptable and resilient in coping with career uncertainty (Bimrose & Hearne, 2012). Individuals must develop the psychological state of resilience, which is termed as the ability to bounce back from any difficulty, stress, or trauma, even stronger than before. Resilience is a characteristic of proactive individuals; current research suggests that flexibility is not natural, but rather can be produced and fortified through mediations focussed on observation (Luthans, Vogelgesang, & Lester, 2006). Proactivity has a relationship with resilience which allows individuals to adapt to a career more effectively by availing themselves opportunities and avoiding workplace stress (Nguyen, Kuntz, Näswall, & Malinen, 2016).

### Theoretical Framework and Hypotheses

#### Proactive personality and career adaptability

Proactive personality is defined by Bateman and Crant (1993) as a human's propensity to include in such responsibilities that are dynamic in nature, such as asserting a change in one's surroundings. Proactivity is also explained by Jiang (2016) as the

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tendency that stimulates an individual's behavior for a performance on such initiatives that will have an impact on their immediate surroundings. Proactive personalities can discover the chances, get hold of the changes, and keep continuing the activities until significant changes happen. Such individuals have a vulnerable, optimistic orientation towards change (Parker, Williams, & Turner, 2006).

They depict a behavioral disposition to recognize the opportunities and make efforts to avail those opportunities to improve their situations. People with proactive personalities love change and have the ability to manage profession-related changes. They are keen on finding those changes, which can help them to grow into their careers at workplaces, and they consider these workplaces as their development centers (Crant, 2000; Tolentino et al., 2014). For the development of professional growth, i.e., their ability to adjust to evolving vocation-related conditions and anticipation of improvements in professional life enables them to take fruitful career decisions (Bocciardi, Caputo, Fregonese, Langher, & Sartori, 2017). Therefore, Tolentino et al. (2014) expect from proactive people, that they will actively engage in efforts to shape their work environment and develop resources for their career adaptability.

Literature shows that there is a positive relationship between career adaptability and proactive personality, which can be seen through studies on universities and college students. Apart from that, the literary research gives significant insights into some critical authoritative practices that are foreseen through the proactive personality. For instance, Tolentino et al., (2014) revealed that students from Australian universities and colleges with higher proactivity are better at career adaptability. Öncel (2014) a Turkish scholar distinguished solid and constructive connections of proactive personality with career adaptability and four other secondary components. These discoveries have likewise been repeated among scholars of universities and colleges of China (Cai et al., 2015). Previous literature also gives evidence for the relationship between proactive personality and career adaptability for the adult workers in the context of China and results demonstrate that there is a positive relationship between proactive personality and career adaptability (Jiang, 2016). The empirical studies show the relationship between proactive personalities and anticipated career outcomes such as career planning (Frese, Garst, & Fay, 2007), organization entry, socialization (Ashford & Black, 1996) and career success (Seibert, Kraimer, & Crant, 2001). Literature also highlights the relationship between proactive personalities and job-related outcomes such as job satisfaction (Crant, 2000) and leadership effectiveness (Bateman & Crant, 1993).

Therefore, people having proactive personalities more readily shape and adapt careers as compared to those who lack proactivity in their personalities. Career adaptability resources include concern, control, curiosity, and confidence across career stages (Savickas and Porfeli, 2012). As Savickas (2005; 2013) explained, the concern is the degree to which individuals look ahead and get ready for professional life. Control refers to the degree to which people fortify individual power and assume liability for professional activities by utilizing determination, struggle, and self-restraint. Curiosity indicates the degree to which individuals discover numerous ways for professional positions and circumstances for forming conceivable personalities and optional situations. Confidence states that how sound a person feels about doing a particular job. These significant four parts of career adaptability can work co-operatively to help in overseeing business-related assignments and unforeseen changes through one's professional improvement journey. (Guan, Capezio, Restubog, Read, Lajom, Li, 2016). Based upon the theoretical and empirical assumptions it can be hypothesized as.

*H<sub>1</sub> : Proactive personality has a significantly positive impact on career adaptability.*

### **The mediating role of Resilience**

Literature suggests that resilience is not inherent, but rather can be created and reinforced through interventions concentrated on self-examination and the advancement of adapting abilities. In addition, with all of the above facts, psychological resilience is an advanced constructive work-related characteristic (Luthans et al., 2006). Resilience is related to one's career that enables them to exploit their resources to adapt to careers despite the obstacles. Bimrose and Hearne (2012) argue that resilient people are those who focus on continuous learning, adapt to changes, manage their careers and shape themselves according to the need of the job market. Resilient people are competitive resources of their organizations. Occupation-related resilience has been disregarded as a caliber in present-day vocations, as a professional achievement to concentrate more on vocational results than on welfare (Bimrose & Hearne, 2012).

As discussed above proactive individuals are ones who are comparatively unconfined by their situational forces and environmental changes (Crant, 2000). They can achieve work goals, can handle work-related problems actively, and can make better plans to adapt to their careers by utilizing the available resources. As claimed by Tolentino et al. (2014), there is a sturdy connection between career adaptability and proactive personality. Career adaptability generates those behavioral patterns, mindsets and abilities that individuals use in modifying themselves according to suitable professions (Savickas, 2013). Proactive individuals can use the aforementioned practices and outlooks in attractive circumstances. However, Nguyen, Kuntz, Näswall and Malinen (2016) say that a proactive personality is significantly associated with resilient behavior, as resilient individuals have the ability to overcome difficulties. Therefore, proactive individuals having resilient behavior can adapt their careers more effectively. In the light of the above literature, it is hypothesized as:

*H<sub>2</sub> : Resilience mediates the positive relationship between career adaptability and proactive personality.*

### **The moderating role of Gender**

Career adaptability is seen as the self-administrative quality that people have and use in light of present or future professional assignments (Savickas, 2002). This research is investigating the moderating role of gender on intentions for expatriate careers. The study also demonstrates that women have a tendency to be more versatile than men do when it comes to adapting their careers. Women have more tendency to strive for an international career than men ( Ferreira, 2012; Buser & Niederle, 2012). When

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it comes to the decision of career selection as expatriates, the ratio of women is less than men. Tharenou (2008) established the fact that family engagements are the hindrances, which stop women to start an expatriate career as compare to men. Moreover, research also penlights that the embarkation of the decision of expatriate career is not only dependent on spouse and kids, other family members also influence this decision of females because the arrangement of employment is also an issue.

Female employees have several limitations on taking up worldwide assignments than male employees on account of professional and time concerns (Lyness & Thompson, 1997) Existing literature also demonstrated that having school going kids decreases the opportunities to arrange vocation at expatriate (Van der velde, Bossink, & Jansen, 2005).

**H<sub>3</sub>** : Gender moderates the negative relationship between career adaptability and intention for expatriate careers.

### The mediating role of cultural intelligence (CQ)

According to Tams and Arthur (2007), the careers of people are becoming global nowadays. Few individuals these days move crosswise over land and cultural limits to take up work and vocation openings (Iredale, 2001). These kinds of expatriation from one country to another, typically to 'developed countries', without being sent by an employer is termed as self-initiated expatriation (Cerdin & Pargneux, 2010). The motivation behind these types of self-initiated expatriation is to acquire more stable careers (Collings, Doherty, Luethy & Osborn, 2011).

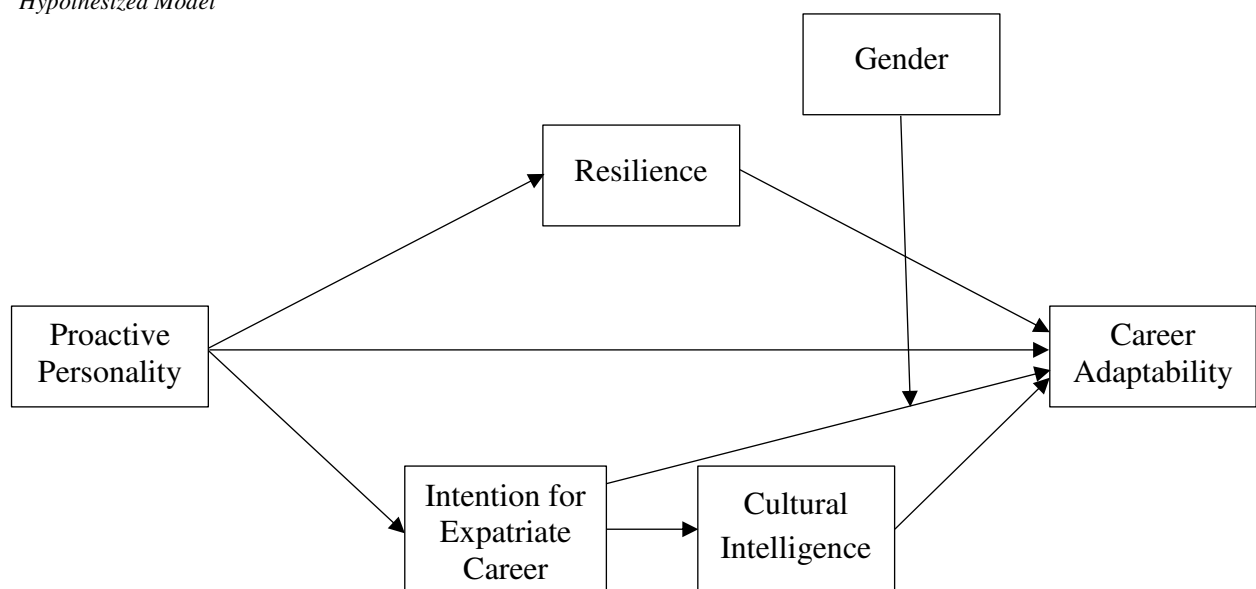
Those with high metacognitive CQ are quite conscious of others' social inclinations before and throughout the communications (Brislin, 2006). Cognitive CQ reflects learning of the standards, exercises and traditions in various societies obtained from educational and individual encounters. This contains learning of the financial, lawful and cultural frameworks of various societies and sub-societies and understanding of essential structures of social ethics (Triandis, 1994). People with higher cognitive CQ comprehend similarities and differences among all societies (Brislin, 2006). Motivational CQ reflects the capacity to direct responsiveness and energetic drive to find out about and working in circumstances portrayed by social differences. Kanfer and Heggstad (1997) discussed that such motivational limits give instrumental control of effect, insight and conduct that encourages individuals to accomplish their objectives.

People with higher motivational CQ lead the consideration and vitality to their inner interest based on cross-cultural environments and inculcating the confidence in their culturally diverse efficiency (Bandura, 2002). As Hall (1959) highlighted, psychological capacities for social understanding and encouragement must be supplemented with the ability to show fitting verbal and non-verbal activities, built on social ethics of specific scenarios. This incorporates having an extensive and flexible range of behaviors. People with high behavioral CQ display conditionally suitable behaviors built on their wide scope of capacities (Gudykunst et al., 1988). Hence, we come to our multi-mediated model which has two mediators, which are "intended for an expatriate career" and "cultural intelligence", hypothesized as;

**H<sub>4</sub>** : The relationship between intention for expatriate career and career adaptability is mediated positively by cultural intelligence when proactive personality is used as a predictor of the intention of expatriate career.

**H<sub>5</sub>** : Cultural intelligence mediates the positive relationship between intention for expatriate career and career adaptability.

Figure 1  
Hypothesized Model



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## Methodology

### Participants and Design

The respondents of this research work were 297 Pakistani adult workers of different professions like banking, construction, teaching, personal businesses, sales and marketing, administration, engineering, pharmaceutical, telecommunication, and so on. The purpose of involving the employees from different disciplines is to take the viewpoints of adult workers on career adaptability because career adaptability is not concerned to any particular field or profession. Data were collected in two ways: first, with the help of technology i.e., online and second via distributing printed copies of the questionnaire. The reason for collecting data using two different ways was to ensure diversity and a significant number of respondents. The questionnaire was first converted into an online survey form through a reliable online survey tool used by a majority of researchers to collect data e.g., Xie, Bagozzi & Gronhaug (2015). The reason behind using an online survey tool is to reach a wider audience within a country, which might not be possible without having the support of information communication technology. The generalizability of the research depends upon the representation of the entire population in the sample (Hameed, Waris & Haq, 2019; Jiang, 2016; Le, Jiang, & Nielsen, 2016; Holland, Allen, & Cooper, 2013).

Furthermore, the consent form, which was given at the beginning of the questionnaire, specifying that the identity of the participants would be kept completely confidential. Participation was voluntary and they could withdraw from the study at any time. It was also stated in the consent form that the data they are providing is only accessible to the one who is conducting the research. Those participants who agreed to the consent form were required to respond to each item of the section before moving to the next section. In this way, the whole questionnaire had complete information and there was no missing data. A comparable online approach has been utilized by numerous experts and has demonstrated reliability as shown by values of Cronbach's alpha (Holland, Allen, & Cooper, 2013; Jin, Ford, & Chen, 2013). The sample of the current study consisted of 125 females (42.1%) and the number of male participants was 172 (57.9%). Respondents originated from diverse age groups ranging from less than 21 years (n=20, 6.7%), 21-30 year (n=238, 80.1%), 31-40 years (n=25, 8.4%), 41-50 years (n=9, 3.0%), and 51 years and above (n=5, 1.7%). The educational qualifications of the respondents were also stretched into different categories, which can be seen in table 1.

Table 1

*Respondents' Profile*

	Variable	Number	Percentage
Gender	Male	172	57.9
	Female	125	42.1
Age	Less than 21 years	20	6.7
	21 to 30 Years	238	80.1
	31 to 40 Years	25	8.4
	41 to 50 Years	9	3.0
	51 years and above	5	1.7
Income (Rs.: Pakistan Currency Rupees)	Up to Rs. 25,000	131	44.1
	Rs. 25,000 to 50,000	95	31.9
	Rs. 50,000 to 75,000	42	14.1
	Rs. 75,000 to 100,000	11	3.5
	Rs. 100,000 & above	18	6.1
Profession	Banker	20	6.7
	Doctor	10	3.4
	Engineer	45	15.2
	Teacher	27	9.1
	Own Business	25	8.4
	Others	170	57.2
Education	Matriculation/O-level	9	3.0
	Intermediate/A-level	8	2.7
	Bachelors	136	45.8
	Masters	131	44.1
	MS/MPhil	24	26
	Doctoral	13	4.4

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## Measures

The measurement scales for responding to the items were set at a 5-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree).

**Career Adaptability.** Twenty-four items scale of career adaptability were adopted from the career adaptability scale (CAAS) Korea form (Tak, 2012). CAAS is comprised of four components: concern, control, curiosity, and confidence. Reliability for the Korean form is slightly high as compared to the international version of the CAAS (0.93) and the sub-factors demonstrate reliabilities as follows; concern: 0.85, control: 0.80, curiosity: 0.82 and confidence: 0.84.

**Proactive Personality.** Items related to proactive personality were adapted from Bateman and Crant's (1993) study. From the entire scale, four questions were used to measure the proactive personalities, which had the continuous higher factor loading throughout the different samples with the factor loading of 0.60. The items used in the study are 'I am always looking for better ways to do things', 'Nothing is more exciting than seeing my ideas turn into reality', 'If I see something I don't like, I fix it' and 'If I believe in an idea, no obstacle will prevent me from making it happen'.

**Intention for expatriate careers.** Intention for an expatriate career in the study is being measured through a two-item scale modified from Lee, Wong, Foo and Leung (2011), demonstrating a Cronbach alpha of 0.86. This approach has also been used in prior studies, like the research of Presbitero and Quita (2017). The items included in the research work are 'I have always wanted to relocate and work overseas' and, 'If I have the opportunity, I would work and build my career in another country'.

**Resilience.** Resilience in the current study was measured through Connor and Davidson's (2003) study, demonstrating a Cronbach alpha of 0.89 for full scale. The full scale contained 25 items to measure resilience, but this study used four items, which had the highest factor loadings. The used items are, 'I can adapt changes easily', 'I can deal with whatever comes in my way', 'My past success gives confidence for new challenge', and 'I believe in close and secure relationships'.

**Cultural intelligence (CQ).** Cultural intelligence was measured through the scale of Ang, Dyne, Koh, Ng, Templer, Tay and Chandrasekar, (2007), which measures cultural intelligence through four constructs. The cultural intelligence scale is comprised of the following dimensions; metacognitive CQ having alpha of 0.71, cognitive CQ having alpha of 0.85, motivational CQ having alpha of 0.71 and behavioral CQ having alpha of 0.83.

## Results

### Descriptive Statistics

Proactive personality (Mean = 3.97, SD = 0.76) has the highest skewness (-0.17), and resilience (Mean = 3.95, SD = 0.73) has the lowest skewness (-0.91). Kurtosis for four items is positive although only one item has a negative kurtosis. Proactive personality has the highest kurtosis i.e., 3.85 (Mean = 3.97, SD = 0.76) and intention for expatriate career has the minimum value of kurtosis i.e., -0.57 (Mean = 3.48, SD = 1.20).

### Reliability of the constructs

As mentioned in the methodology section with relevant citations, that the scales used in the current research study contained items that were formerly used and tested by different authors. The reliabilities and validities were also established previously as cited in the methodology section. The reliabilities were regenerated in the framework of the current research with all 297 respondents; results are mentioned in table 2.

Table 2

Reliability of the Constructs

Constructs	Cronbach's Alpha	Cronbach's Alpha on standardized item	No of items	Mean	S.D
Career Adaptability	0.803	0.86	12	4.85	0.77
Proactive personality	0.678	0.68	03	1.21	0.22
Intention for expatriate career	0.77	0.77	02	0.69	0.23
Resilience	0.668	0.68	04	1.57	0.29
Cultural intelligence	0.876	0.87	12	4.31	0.83

Table 2 above shows that the reliability of cultural intelligence is highest ( $\alpha = 0.876$ , Mean = 4.311, SD = 0.830) whereas reliability for the proactive personality is lowest ( $\alpha = 0.678$ , Mean = 1.213, SD = 0.222). Reliability values of all the constructs were greater than 0.6, which are within the satisfactory range. This suggests that the selected items have coherent reliability and internal consistency.

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## Correlation

Correlation analysis was applied to gauge the relationship between the variables and to determine the existence of multicollinearity between the variables. The results are summarized in Table 3.

Table 3

### Correlations

Construct	CA	IE	RE	CQ	PP
Career adaptability	1	-			
Intention for expatriate career	.169	1	-		
Resilience	.567	.223	1	-	
Cultural intelligence	.494	.294	.527	1	-
Proactive personality	.601	.144	.495	.438	1

Table 3 shows that the correlation between intention for expatriate career (Mean = 3.48, SD = 1.20, N = 297) and career adaptability (Mean = 4.05, SD = 0.65, N = 297) is weakest ( $R = 0.16$ ,  $p = 0.0 < 0.01$ ). Correlation of proactive personality (Mean = 3.97, SD = 0.76, N = 297) and career adaptability (Mean = 4.05, SD = 0.65, N = 297) is highest ( $R = 0.601$ ,  $p = 0.0 < 0.01$ ), followed by resilience (Mean = 3.95, SD = 0.73, N = 297,  $R = 0.567$ ,  $p = 0.0 < 0.01$ ) and then by cultural intelligence (Mean = 3.59, SD = 0.69, N = 297,  $R = 0.494$ ,  $p = 0.0 < 0.01$ ). Correlation for intention for expatriate career (Mean = 3.48, SD = 1.20, N = 297) and cultural intelligence (Mean = 3.59, SD = 0.69, N = 297) is highest ( $R = 0.294$ ,  $p = 0.0 < 0.01$ ), followed by resilience (Mean = 3.95, SD = 0.73, N = 297,  $R = 0.223$ ,  $p = 0.0 < 0.01$ ) and weakest with proactive personality (Mean = 3.97, SD = 0.76, N = 297,  $R = 0.144$ ,  $p = 0.0 < 0.01$ ). Cultural intelligence (Mean = 3.59, SD = 0.69, N = 297) is correlated with resilience (Mean = 3.95, SD = 0.73, N = 297) at  $R = 0.527$ ,  $p = 0.0 < 0.01$  and with proactive personality (Mean = 3.97, SD = 0.76, N = 297) at  $R = 0.495$ ,  $p = 0.0 < 0.01$ . Whereas, Cultural intelligence (Mean = 3.59, SD = 0.69, N = 297) and proactive personality (Mean = 3.97, SD = 0.76, N = 297) are correlated at  $R = 0.438$ ,  $p = 0.0 < 0.01$ . Correlations suggest that the constructs are distinctive and unique.

## Hypotheses testing

**Hypothesis 1.** Results of the regression analysis in the current study demonstrated that proactive personality significantly predicted career adaptability ( $\beta = .567$ ,  $p < 0.001$ ). Hence, our first hypothesis for the current study, that proactive personality has a significantly positive impact on career adaptability, has been supported by the data.

**Hypothesis 2.** The beta value for the hypothesis is 0.2 demonstrating that with one unit change in resilience, career adaptability will increase by 20 percent. The confidence interval of bootstrapping contains both positive values, the lower value is 0.1 and the upper value is 0.2, which is clearly showing that zero does not lie in the confidence interval, so resilience mediates the positive and significant relationship between proactive personality and career adaptability.

**Hypothesis 3.** The beta value for the hypothesis is 0.1 demonstrating that with one unit change in cultural intelligence, career adaptability will increase by 10 percent. The confidence interval of bootstrapping has both positive values, the lower value is 0.0 and the upper value is 0.1. Hence, cultural intelligence mediates the positive and significant relationship between intention for expatriate career and career adaptability.

**Hypothesis 4.** The relationship between intention for expatriate career and career adaptability is further mediated by cultural intelligence. This is a multi-mediated model and is tested by using the "Process" model developed by Hayes and Preacher (2014).

Indirect path 2 serves as a comprehensive model, having two mediators. In the case where cultural intelligence is taken as a second mediator, the upper boundary (0.1) and lower boundary (0.0) both are positive and are in the same direction. The indirect effect of the independent variable (through mediator) is noteworthy which supports our hypothesis. Therefore, intention for expatriate career and career adaptability is mediated positively by cultural intelligence, when proactive personality is used as a predictor of intention for the expatriate career.

**Hypothesis 5.** The beta value for hypothesis 5 is 0.1 demonstrating that with a one-unit change in cultural intelligence, career adaptability will increase by 10 percent. The confidence interval of bootstrapping having both positive values, the lower value is 0.0 and the upper value is 0.1. Hence, cultural intelligence mediates the positive and significant relationship between intention for expatriate career and career adaptability.

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## Conclusion, Implications, Limitations & Future Research

### Conclusion

A high degree of resilience has been observed in proactive individuals as a finding of this research, individuals may not have these qualities innately, but the tendency of being resilient can be developed at any stage of life. Moreover, the individuals with high proactivity as compared to their low proactive colleagues can also develop this tendency, which facilitates the development of career adaptability and intentions to adapt to a career as an expatriate.

Individual-level factors such as career adaptability and cultural intelligence also contribute towards the formation of the intention of having an expatriate career. These results have theoretically and empirically extended career construction theory, proactive personality theory, and the resilience model to amplify the sophisticated process of developing adaptability resources in the career path. The findings of this study provide insight to scholars interested in exploring expatriate careers. On the other hand, it may also guide career counselors to understand the dynamics of the expatriation industry.

### Theoretical Implications

Former studies have observed the impact of variables (such as thriving etc.) to discover the impact of proactive personality on career adaptability (Jiang, 2016) and learned about intentions for an expatriate career. The purpose of the Jiang's (2016) study was to examine that the need to work abroad depends upon their adaptive resources to build up their professional careers. Moreover, career adaptability, as a self-administrative ability, is strengthened by an individual's intercultural ability (i.e., social aptitude) (Presbitero & Quita, 2017). There is no available research, which examined the effect of proactive personality on career adaptability by measuring the impact of resilience in their relationship and then how proactive personality can shape the individual's intention for an expatriate career. Furthermore, the question also arise that how these intentions can be strong for individuals having qualities of cultural intelligence.

Current research appraises the literature by discovering other personal variables while describing resilience as the outcome of proactive personality. Other than this, the current study also explains that proactive personality endows the professional adjustment and expectation by regulating the impact of cultural intelligence on these goals to develop a career as an expatriate.

This research utilized an example of Pakistani grown-up specialists to inspect the connections among proactive personality, resilience, career adaptability, intention for expatriate career, cultural intelligence and gender. The framework for this research was reasonable and fitting given that the nation has distinctive observations for males and females and especially with regards to careers at expatriates. In accordance with past studies (Jiang, 2016; Öncel, 2014; Tolentino et al., 2014), this research observed a constructive connection between proactive personality and career adaptability.

Besides the early research conducted on the same topics, this revision additionally affirms the hypothetical notion that the qualities of proactive identity are adjusted to the individual support centers in professional development theories (Savickas, 2002; Tolentino et al., 2014). This research additionally exhibits that, while career adaptability can impact the arrangement of intention for expatriate careers, cultural intelligence, or the individual capacity to work adequately in a new social atmosphere (Earley & Ang, 2003), can further elevate the possibilities of demanding expatriate career. Moreover, resilience will expand the odds of adapting to stress confronted by immersing into a new culture and atmosphere effortlessly while a proactive personality will jell in as an indicator for having aims to pursue a career out of the country. Furthermore, previous literature shows that men are more willing to endeavor into expatriation than women due to family concerns that can be faced later in life (Tharenou, 2008). Female employees have revealed that they have a number of limitations on taking up worldwide assignments than male employees on account of the profession and time concerns (Lyness & Thompson, 1997). Literature also enlightens that having children or dependents of school-going age decreases the chances to become expatriates (Van der velde, Bossink, & Jansen, 2005). However, the current revision suggests that gender does not influence the expatriate career's intentions and career adaptability, as it was theorized that gender has a negative relationship with career adaptability and intention for expatriate careers. Moreover, females in Pakistan are less inclined towards the adaption of careers as expatriates as compared to males. Nevertheless, in this research, the analysis is proving this theory totally opposite even in Pakistan.

### Practical Implications

Apart from the previous researches, this research further proposes a realistic approach for professional advocates. First, consistent with the other research (Tolentino et al., 2014), the current discoveries propose that the thought of proactive personality and resilience is critical when facilitating workers and creating opportunities to facilitate them to improve career adaptability sources. For instance, career counselors may plan further assistance and help required during the design of any career adaptability improvement programs, while keeping in mind the worker's proactive personality and resilience. The findings of this study may also help career counselors to strategize more active involvements to enhance employees' career adaptability and their intentions to adapt their career as an expatriate.

### Limitations of the study and Future Research

Initially, to test the variables only selected items were used rather than the full scale of constructs. Future, research should use the full scales to measure each construct so that more insights can be gathered for better results. The second limitation of the study was, the greater participation of the young workers ranging from (21 to 30 years) lowering the response rate of 80%. However, the same age group has been used in some of the most recent studies e.g., Linkeš, Ezekiel, Lerch and Meadows (2018).

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The quality of the research may be further improved if the sample size is enhanced to other age groups for a better understanding of career adaptability and proactive personality, as the needs keep on changing with the passage of age.

Primarily, it is recommended that future studies should look into the implication to pursuing a career as expatriate rather than intentions, by evaluating the relationship that how proactive personality influence adapting career as an expatriate. Second, it can be seen how resilience can help individuals to overcome the stress they face at expatriate. Third, this study saw the impact of gender on intentions for an expatriate career.

Future research may also explore the effect of age on the intention for expatriate career, the reason being the changes that occur in the needs with respect to age. Lastly, future research can introduce new variables at the level of mediators to discover the comparative strengths of these mediators in explaining the effect of proactive personality on career adaptability. The variables like professional commitment or identification, and emotional intelligence can be mediators (Jiang, 2016).

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