

Codebook for careeroutcomes.sav

Full variable name	SPSS variable name	Coding instructions
Identification number	id	Subject identification number
Gender	gender	0 = female; 1 = male
Age	age	Measured in years
Years since graduation	Yrsgrad	Measured in full years since graduation
Number of promotions	promot	The number of promotions received post-MBA
Career satisfaction scale*	cs1 to cs5	1 = strongly disagree; 7 = strongly agree
Knowing why scale**	kw1 to kw9	1 = strongly disagree; 7 = strongly agree
Averaged summated Career satisfaction scale		
Averaged summated Knowing why scale		

\* Career Satisfaction: this five-item scale is taken from Greenhaus, Parasuraman and Wormley (1990) and measures satisfaction with the achievement of goals for career advancement, skill development and income. Each of the following questions (shown as **CS1 to CS5** in the SPSS variable view) was measured on a 7-point Likert scale:

- i. I am satisfied with the success I have achieved in my career.
- ii. I am satisfied with the progress I have made toward meeting my overall career goals
- iii. I am satisfied with the progress I have made toward meeting my goals for income.
- iv. I am satisfied with the progress I have made toward meeting my goals for advancement
- v. I am satisfied with the progress I have made toward meeting my goals for the development of new skills

\*\* Knowing Why: this 9-item scale is based on one of the 3 career capital scales (the others being 'knowing how' and 'knowing whom') developed by Jokinen, Brewster and Suutari (2008) and it seeks to assess the increase in the understanding of personal values, work interests and capabilities. Each of the following questions (shown as **KW1 to KW9** in the SPSS variable view) was measured on a 7-point Likert scale:

- i. I am able to recognize my own strengths and weaknesses, needs and motives
- ii. I don't understand what other people think about me
- iii. I recognize the effect of my own cultural background on my thinking and behavior
- iv. I acknowledge my personal values and beliefs
- v. I don't set goals for personal development

- vi. I undertake activities to enhance my skills and competencies
- vii. I want to know more than is required for task accomplishment
- viii. I have no confidence in my own capabilities
- ix. I have a positive approach toward work-related challenges