

French Translation and Validation of the Protean and Boundaryless Career Attitudes Scales : Relationships to Proactive Personality and Career Satisfaction



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CONTEXT

Concepts of protean and boundaryless careers have been developed to better understand 21st century career trajectories characterized as non-linear, discontinuous, and uncertain.

In this contemporary career context, being successful in one's career requires to become more proactive, develop greater employability, and manage actively one's own career across the lifespan.

PURPOSE & CONTRIBUTION

The aim of the present study is to provide valid French translation of the protean (**PCAS**) and the boundaryless (**BCAS**) careers attitudes scales developed by Briscoe, Hall, and DeMuth (2006).

The present study will contribute to the career literature by providing to researchers French measures of protean and boundaryless careers for career research and practice issues.

PROTEAN & BOUNDARYLESS CAREERS

Having a protean career implies to pursue one's own criteria of career success (i.e., having a values-driven attitude, **VD**) and manage actively one's own career (i.e., having a self-directed attitude, **SD**) (Gubler et al., 2014).

A boundaryless career involves the willingness to pursue career opportunities and relationships across organizational boundaries (i.e., having a boundaryless mindset attitude, **BM**) and the tendency to move across jobs, firms, occupations, organizations, and countries (i.e., having a mobility attitude, **MP**) (Briscoe et al., 2006).



Greek god Proteus



Inter-organizational moves

PARTICIPANTS & PROCEDURE

Participants consisted of 234 volunteer employees aged 16 to 63 years ($M_{age} = 35.62$, $SD = 13.27$) from the French-speaking region of Switzerland. Half of them were women ($n = 129$, 55%) and the majority were Swiss (87%). The average job and organization tenures were 6.89 and 8.88 years, respectively.

These participants were invited to fill out anonymous and confidential online survey questionnaires. Only those who completed the entire survey were part of the present study.

TRANSLATION PROCESS

PCAS and BCAS original items were independently translated into French by a bilingual native English post-doctoral researcher and a French native doctoral researcher with high proficiency in English. Between them a final French version was achieved by consensus regarding wording, meaning, and sentence structure. This French version was then back-translated into English by a bilingual native English post-doctoral researcher and compared with the original version. This showed an adequate translation and no further adjustments were necessary.

ANALYSES

- Parallel Analysis (**PA**): to determine the number of factors underlying both PCAS and BCAS items
- Principal Component Analysis (**PCA**) with an oblique rotation (Promax): to examine to what extent the items were representative of their factors.
- A confirmatory Factor Analysis (**CFA**) : to compare data fit of alternative models.
- Structural Equation Modeling (**SEM**): to test measurement invariance across gender and scales convergent validity
- Cronbach's alpha: to evaluate sub-scales' reliabilities.

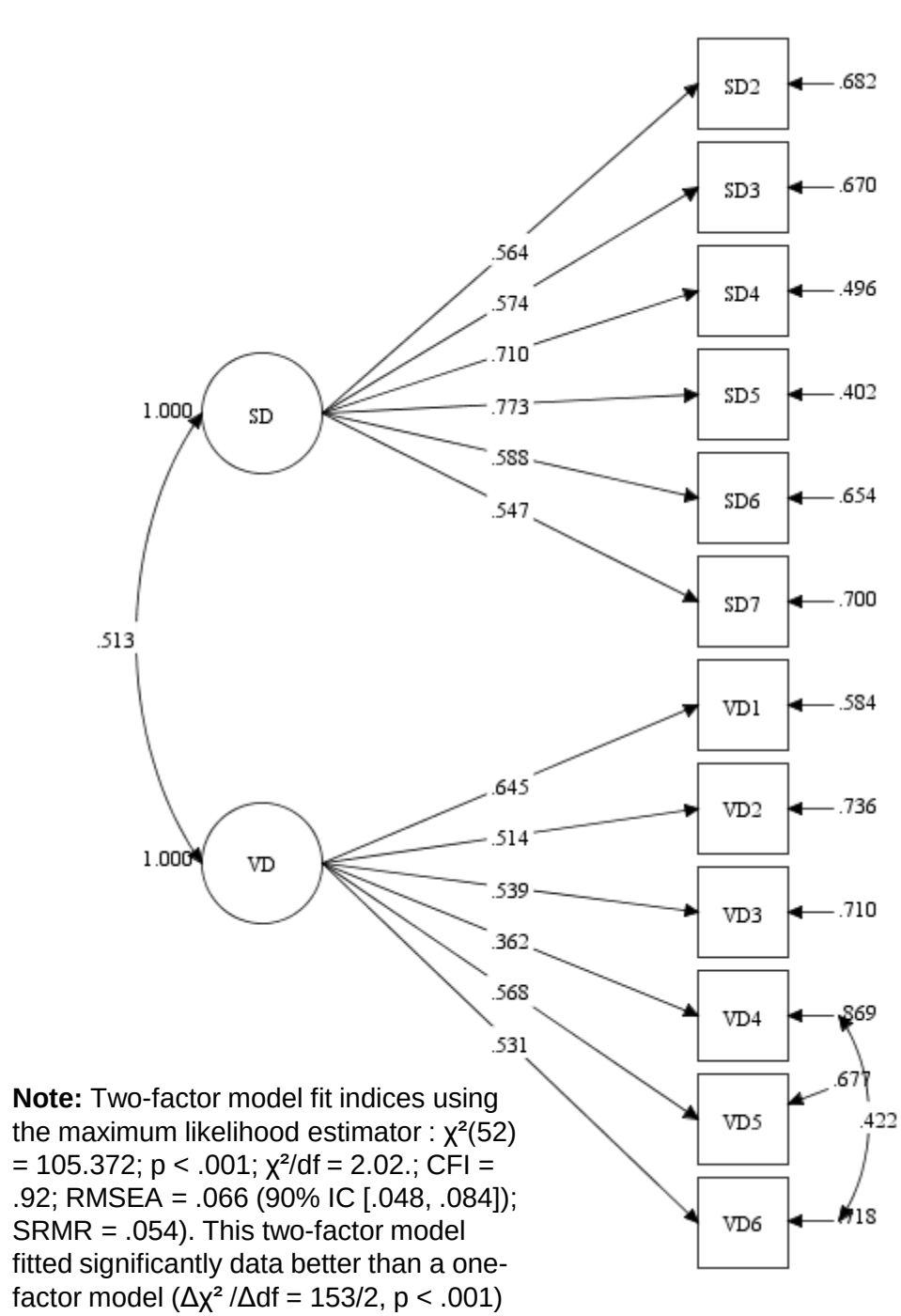
PCA - Promax & CRONBACH'S ALPHA

Dimension	Item	Factor 1	Factor 2
Self-directed (SD)	SD1. Quand les opportunités pour se développer n'ont pas été offertes par mon entreprise/société pour laquelle je travaille, je les ai cherchées moi-même	.21	.28
	SD2. Je suis responsable de mes réussites et échecs dans ma carrière	.72	-.10
	SD3. Généralement, je mène ma carrière de manière indépendante et autonome	.66	.03
	SD4. La liberté de choisir ma propre carrière est l'une de mes valeurs les plus importantes	.75	.04
	SD5. Je suis responsable de ma propre carrière	.83	-.05
	SD6. En fin de compte, faire avancer ma carrière ne dépend que de moi	.66	-.03
	SD7. En ce qui concerne ma carrière, je reste fidèle à moi-même	.52	.21
	SD8. Dans le passé, j'ai compté plus sur moi-même que sur les autres pour trouver un nouveau travail quand c'était nécessaire	.01	.34
Values-driven (VD)	VD1. Je dirige ma carrière selon mes priorités personnelles et non en fonction de celles de mon employeur	.17	.55
	VD2. La façon dont autrui évalue mes choix de carrière n'a pas vraiment d'importance à mes yeux	.13	.48
	VD3. Ce qui m'importe le plus est la manière dont je me sens par rapport à mes réussites professionnelles et non pas ce que les autres en pensent	.16	.48
	VD4. Je suivrai ma conscience si mon entreprise/ma société me demande de faire quelque chose qui va à l'encontre de mes valeurs	-.13	.70
	VD5. Ce que je pense être juste pour ma carrière est plus important à mes yeux que ce que mon entreprise pense	-.11	.71
	VD6. Dans le passé, j'ai toujours suivi mes propres valeurs quand ma compagnie m'a demandé(e) de faire des choses avec lesquelles je n'étais pas d'accord	-.10	.80
	Eigenvalues (percentage of variance explained)	3.99 (28.55)	1.75 (12.49)
	Cronbach's alpha	.76 (6 items)	.71 (6 items)

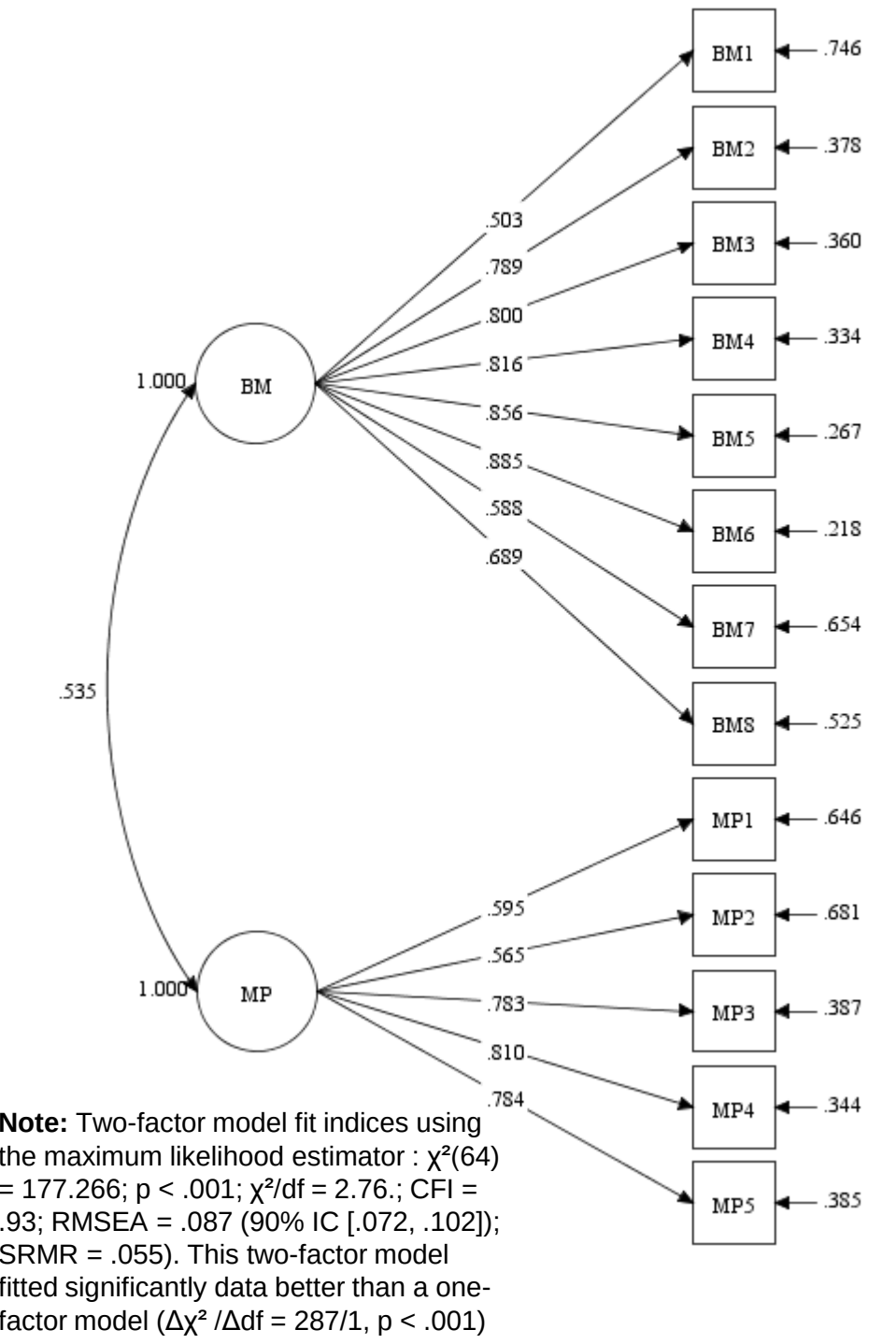
Dimension	Item	Factor 1	Factor 2
Boundaryless Mindset (BM)	BM1. Je cherche les missions professionnelles qui me permettent d'apprendre quelque chose de nouveau	.44	.25
	BM2. Je prendrais du plaisir à travailler sur des projets avec des gens de plusieurs organisations	.82	.01
	BM3. J'aime les missions professionnelles qui me demandent de travailler hors de mon organisation	.85	-.02
	BM4. J'aime les tâches professionnelles qui me demandent un travail de collaboration avec d'autres départements que le mien	.88	-.09
	BM5. J'aime travailler avec des personnes qui travaillent ailleurs que mon entreprise	.90	-.09
	BM6. J'aime les emplois qui me demandent d'interagir avec des gens de plusieurs organisations différentes	.89	-.01
	BM7. Dans le passé, j'ai cherché des opportunités qui m'ont permis de travailler en dehors de mon organisation	.67	-.03
	BM8. Je suis stimulé(e) par de nouvelles expériences et situations	.61	.25
Mobility Preference (MP)	MP1. J'aime le côté prévisible qui vient du fait de travailler continuellement pour la même organisation	.01	.69
	MP2. Je me sentirais très perdu(e) si je ne pouvais plus travailler pour ma compagnie actuelle	-.13	.77
	MP3. Je préfère rester dans une entreprise avec laquelle je suis familier/ère plutôt que de chercher un emploi ailleurs	-.01	.84
	MP4. Si mon organisation m'offrirait un emploi à vie, je ne désirerais jamais chercher un emploi dans une autre organisation	.05	.79
	MP5. Ma carrière idéale serait de travailler pour une seule organisation	-.04	.78
Reverse items			
	Eigenvalues (percentage of variance explained)	6.11 (46.96)	1.91 (14.73)
	Cronbach's alpha	.90 (8 items)	.94 (5 items)

Note. Parallel analysis (PA) suggested to retain 2 factors underlying both PCAS and BCAS; KMO (the sample adequacy) was equal to .81 for PCAS and .91 for BCAS; Bartlett's Test of Sphericity were both significant at $p < .001$.

CFA



Note: Two-factor model fit indices using the maximum likelihood estimator : $\chi^2(52) = 105.372$; $p < .001$; $\chi^2/df = 2.02$; CFI = .92; RMSEA = .066 (90% IC [.048, .084]); SRMR = .054. This two-factor model fitted significantly data better than a one-factor model ($\Delta\chi^2/\Delta df = 153/2$, $p < .001$).

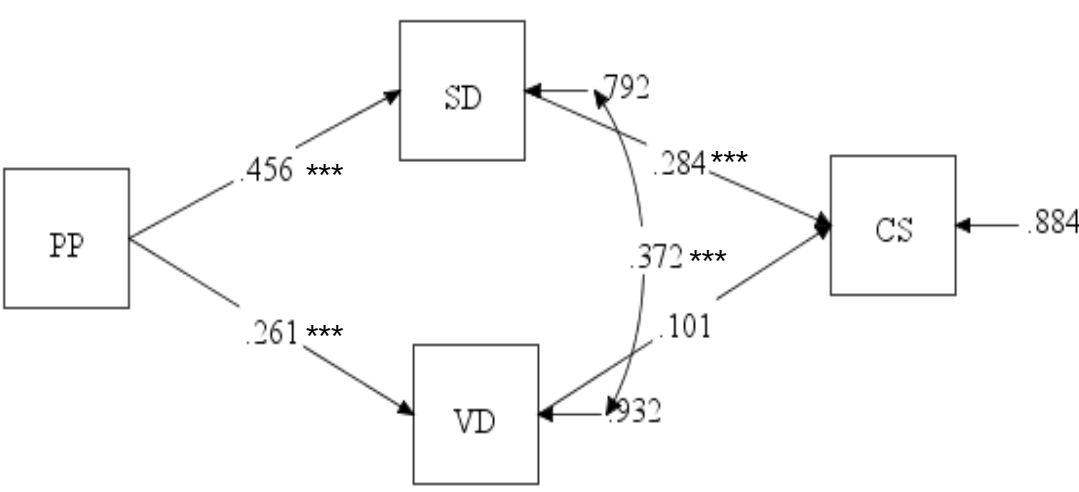


Note: Two-factor model fit indices using the maximum likelihood estimator : $\chi^2(64) = 177.266$; $p < .001$; $\chi^2/df = 2.76$; CFI = .93; RMSEA = .087 (90% IC [.072, .102]); SRMR = .055. This two-factor model fitted significantly data better than a one-factor model ($\Delta\chi^2/\Delta df = 287/1$, $p < .001$).

SEM

Model	χ^2	df	p	$\Delta\chi^2/\Delta df$	p	CFI	ΔCFI	RMSEA
Configural invariance	212.68	106	< .001	—	—	.849	—	.093
Weak invariance (loadings)	219.45	116	< .001	6.77/10	= .747	.854	-.005	.087
Strong invariance (intercepts)	235.27	126	< .001	15.81/10	= .105	.846	.008	.086
Factor means invariance	235.81	128	< .001	.054/2	= .764	.848	-.002	.085

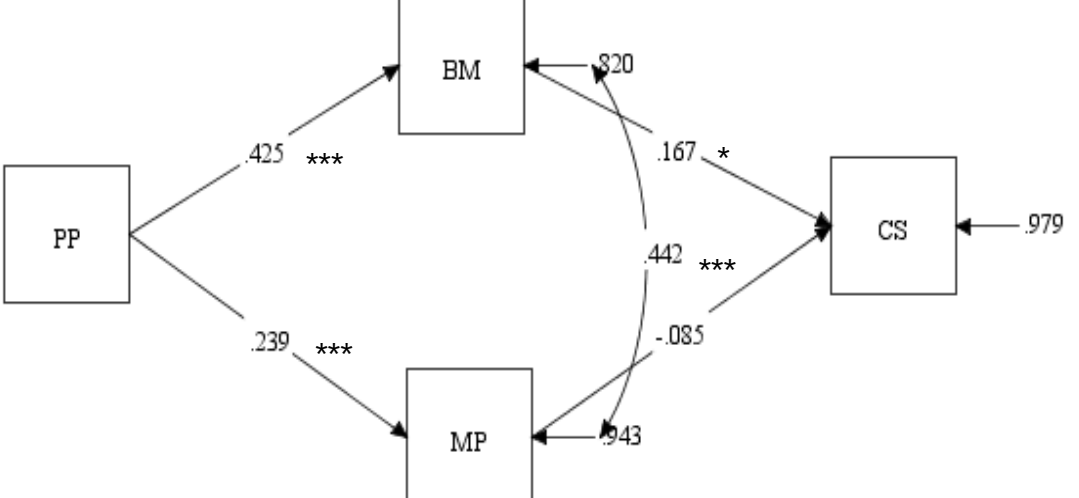
Note: χ^2 = Chi-square statistic; df = degree of freedom; RMSEA = root mean square error of approximation; CFI = comparative fit index.



Note: Standardized regression coefficients and correlation; PP = Proactive personality; SD = Self-directed; VD = Values-driven; CS = Career satisfaction. * $p < .05$; ** $p < .01$; *** $p < .001$.

Model	χ^2	df	p	$\Delta\chi^2/\Delta df$	p	CFI	ΔCFI	RMSEA
Configural invariance	264.03	128	< .001	—	—	.921	—	.090
Weak invariance (loadings)	272.14	139	< .001	8.1/11	= .704	.923	-.002	.090
Strong invariance (intercepts)	301.29	150	< .001	29.16/11	= .002	.913	.010	.093
Factor means invariance	301.54	152	< .001	.24/2	= .886	.914	-.001	.092

Note: χ^2 = Chi-square statistic; df = degree of freedom; RMSEA = root mean square error of approximation; CFI = comparative fit index.



Note: Standardized regression coefficients and correlation; PP = Proactive personality; BM = Boundaryless mindset; MP = Mobility preference; CS = Career satisfaction. * $p < .05$; ** $p < .01$; *** $p < .001$.

OVERALL RESULTS

Overall results provide very strong psychometric support for both French protean and boundaryless career scales. Thus, exploratory and confirmatory factor analyses supported the two-factor structure of both scales and their fit to data. These four underlying factors also showed acceptable internal reliability coefficients.

In addition, measurement invariance results showed that men and women perceived and interpreted similarly both constructs in terms of loadings and intercepts. Moreover, factor means were invariant across gender.

Finally, we could confirm the convergent validity of both constructs in relation to proactive personality and career satisfaction. However, only self-directed and boundaryless mindset predicted career satisfaction.

LIMITATIONS

The present study shows a few limitations that may require further investigations.

One limitation refers to the self-directed items sentence structure. Thus, SD1 and SD8 items did not achieve sufficient factor contributions and were then removed for CFA. Compared to the remaining items, these two items referred to a past situation which could bring confusion to the participants.

Another limitation refers to the small sample size which could reduce the precision of the correlation matrix.

Finally, this study lacks information about participants occupation domains and do not provide scales' structure stability and divergent validity.

IMPLICATIONS

The present study provides reliable and valid French measures for both protean and boundaryless career constructs that can be used in French organizational and career research. Moreover, some counselors may use these scales to be better informed of the protean and boundaryless levels exhibited by their clients.