

**CAREER ADAPTABILITY, WORK ENGAGEMENT AND
CAREER SUCCESS OF EXECUTIVE LEVEL
EMPLOYEES IN INSURANCE COMPANIES IN
TRINCOMALEE**



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ABSTRACT

This study investigated the career adaptability, work engagement and career success of executive level employees in Insurance companies in Trincomalee. Hence, this study aimed to identify the level of career adaptability, work engagement and career success, to identify relationships among career adaptability, work engagement and career success and to identify the mediation influence of work engagement in the relationship between Career adaptability and career success of executive level employees in Insurance companies in Trincomalee.

Structured questionnaire was used as the method of data collection and 102 executive level employees in Insurance companies in Trincomalee. The researcher selected three divisions named Trincomalee Division, Kanthale Division, Serunuwara Division. The simple random sampling method was used to make the sampling frame of the study. The quantitative research approach was used for this study. The data were analyzed using descriptive statistics, correlation and regression analyses.

The results indicated that the high level of career adaptability, work engagement and career success of executive level employees in Insurance companies in Trincomalee. Also result indicated there is a strong positive relationship between career adaptability and work engagement, career adaptability and career success, work engagement and career success. The result indicated that work engagement partially mediates the relationship between career adaptability and career success of executive level employees in Insurance companies in Trincomalee.

As a result of this study insurance companies should arrange appropriate training activities to develop executive employee's positive competencies and create positive models for career adaptability, work engagement and career success.

Keywords: *Career Adaptability, Work Engagement, Career Success*

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