



Article Title

Predictors of Career Success Among Lodging Revenue Managers: Investigating Roles of Proactive Work Behaviors

Citation

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Abstract

This study integrated the growing literature of proactive work behavior with career success among lodging revenue managers. Proactive work behavior is a timely, relevant, and important research topic for today's workplaces in the hospitality industry. The aim of this research was to test a model for linkage among four dimensions of proactive work behavior and career success, among 280 lodging revenue managers, while controlling for work experience, age, and gender.

Methods

First, the confirmatory factor analyses examined the measurement models of proactive work behavior and career success. Next, hierarchical regression analyses demonstrated that all four dimensions of proactive work behaviors contributed positively to subjective career success, but not objective (extrinsic) career success.

Results

The findings of this study showed that RM work experience was significantly related to revenue manager's career success.

Conclusion

This research provides insight into the dynamics of proactive behaviors required for lodging revenue managers to advance their careers. Driven by dramatically different pricing structures and high numbers of last-minute bookings, proactivity is an emerging research area that is becoming increasingly valued for RM in the lodging industry.