

CAREER ADAPTABILITY AS MEDIATOR OF RELATIONSHIP OF 'BRIGHTER AND DARKER SIDE' OF NARCISSISM WITH CAREER SATISFACTION AMONG ENTREPRENEURS

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The main goal was to explore if career adaptability significantly mediates the relationship between “bright” and “dark” sides of narcissism with career satisfaction among entrepreneurs. A total of 118 entrepreneurs (55,1% males, 44,9% females) from Serbia participated in the study. The Career Adapt-Abilities Scale-CAAS, Narcissistic Admiration and Rivalry Questionnaire- NARQ and Career satisfaction- CS scales were used. While the zero-ordered correlation between Rivalry and CAAS isn't significant, which is a condition for testing mediation, partial correlations were calculated to determine the unique pairwise interactions of Admiration and Rivalry with CAAS. Admiration is positively ($r_{part} = .394$; $p < 0.01$) and Rivalry ($r_{part} = -.201$; $p < 0.05$) negatively partially correlated with CAAS. Thus, the mediating effect of CAAS with one dimension of the NARQ was accessed while the other was controlled as the covariate. With controlling for Rivalry, the significant total effect of Admiration on CS ($b = .35$, BCa CI [.19, .51]) and the indirect effect through CAAS ($b = .18$, BCa CI [.09, .29]) were gained. The direct effect is also significant ($b = .18$, BCa CI [.09, .29]). However, Rivalry predicts CS, when controlling for Admiration, only and completely through CAAS ($b = -.09$, BCa CI [-.16, -.01]) and there isn't even the significant total effect ($b = -.14$, BCa CI [-.30, .02]). The results are consistent with previous studies which implied that the effects of narcissism on different career outcomes are not exclusively negative. The results showed that Admiration, as the brighter side of narcissism, positively contributes to career satisfaction, directly and through CAAS. On the other hand, the darker side of the narcissism predicts career dissatisfaction only when the self-promotion has been partialled out and the antagonism and self-protectionism were the only that remain. These effects of Rivalry will contribute to career dissatisfaction only when the entrepreneur perceives that he doesn't have enough resources to deal with all the challenges that career development brings.

Key words: Career satisfaction, Narcissism, Admiration, Rivalry, Career adaptability