



CHRIST
(DEEMED TO BE UNIVERSITY)
BANGALORE | DELHI NCR | PUNE

Notice for the PhD Viva Voce Examination

Ms Noonu Mary Jose, Registration Number: 2070028, PhD Scholar at the Department of Commerce, School of Commerce, Finance and Accountancy, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Tuesday, 19 May 2026 at 11.00 am in Room No. 05, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis	:	Career Adaptability, Its Impact on Job Satisfaction and the Mediating Effect of Teachers' Self Efficacy
Discipline	:	Commerce
External Examiner - I	:	Dr K Lavanya Latha Professor Department of Management Studies Pondicherry University Kalapet Puducherry- 605014
External Examiner - II	:	Dr Gunjan Mohan Sharma Professor and Senior Associate Dean Jindal Global Business School O.P. Jindal Global University Sonipat, Haryana - 131001
Supervisor	:	Dr Geetanjali Purswani Associate Professor Department of Commerce School of Commerce, Finance and Accountancy CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar (Academics)

Place: Bengaluru
Date: 15 May 2026

ABSTRACT

The research study comprehensively investigates the Career Adaptability among the teachers of higher educational institutions. Grounded in a robust theoretical framework, the research explores the relationship of Career Adaptability, Teachers' Self Efficacy and Job Satisfaction among the teachers of higher educational institutions in Bangalore urban district. Utilizing structural equation modelling (SEM) and multiple regression analysis, the study illustrates how Career Adaptability, which is measured using the factors Concern, Control, Curiosity and Confidence serves in enhancing Job Satisfaction. There are many factors that contribute to the positive feeling that employees have about their job, whether adaptability adds to these factors, is the topic of the study. Teachers' Self Efficacy is the belief of a teacher in their ability to perform the job, which is believed to improve the satisfaction of the teacher as well. This study examines the role of teachers' self-efficacy in shaping the link between career adaptability and job satisfaction. It also explores how various demographic factors may affect these relationships. Key findings indicate that Career Adaptability has a positive impact on the satisfaction level of teaching fraternity, exerting a large direct effect (beta =0.677; CR = 6.695; p=0.000<0.05). In addition, Career Adaptability indirectly enhances Job Satisfaction through Teachers' Self-Efficacy, with a small but significant mediating effect (beta =0.075; p=0.008<0.05) confirmed via bootstrapping. This study enriches the existing literature on career adaptability by presenting empirical evidence on its impact on job satisfaction and teachers' self-efficacy.

Keywords: *Career Adaptability, Job Satisfaction, Teachers' Self Efficacy, Higher Educational Institutions, Teachers, Structural Equation Modelling (SEM), Mediating role, Regression Analysis*

Publications:

1. **Jose, N. M.,** Joseph, D., Purswani, G., & Girish, S. (2022). Impact of COVID-19 on gig workers with special reference to food delivery executives. In *Sustainability in the Gig Economy: Perspectives, Challenges and Opportunities in Industry 4.0* (pp. 111-124). Singapore: Springer Nature Singapore.
2. **Jose, N. M.,** & Purswani, G. (2026). *Conceptual framework linking Career Adaptability, Teachers' Self Efficacy and Job Satisfaction* (Indian Patent Application No. 202541114077 A). Indian Patent Office Journal 09/01/2026, pp 1122