

PREDICTING THE JOB AND LIFE SATISFACTION OF WOMEN ENGINEERS:
A TEST OF LENT'S (2004) UNIFYING SOCIAL COGNITIVE CAREER THEORY OF
WELL-BEING

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ABSTRACT

This study tested Lent's (2004) unifying social cognitive career theory of well-being among a sample of 377 women engineers in the context of work. Path analysis was used to examine the interplay among contextual supports and barriers (i.e., environmental supports and barriers, work and family conflict, role model), cognitive (i.e., self-efficacy, outcome expectations) variables, personality traits (i.e., positive affect), behavioral variables (i.e., goal-directed activity) as hypothesized in unifying SCCT model.

Results indicated that the hypothesized models provided a good fit to the data. Additionally, the current study investigated the direct and indirect effects of unique contextual supports and barriers of women engineers on job satisfaction via key cognitive variables. Results indicated that the indirect effect from environmental supports and barriers, self-efficacy, and outcome expectations on job satisfaction were significant ($p < .05$). Implications for research and practice are discussed in relation to enhance job and life satisfaction among women engineers.