Career success of former scholarship holders

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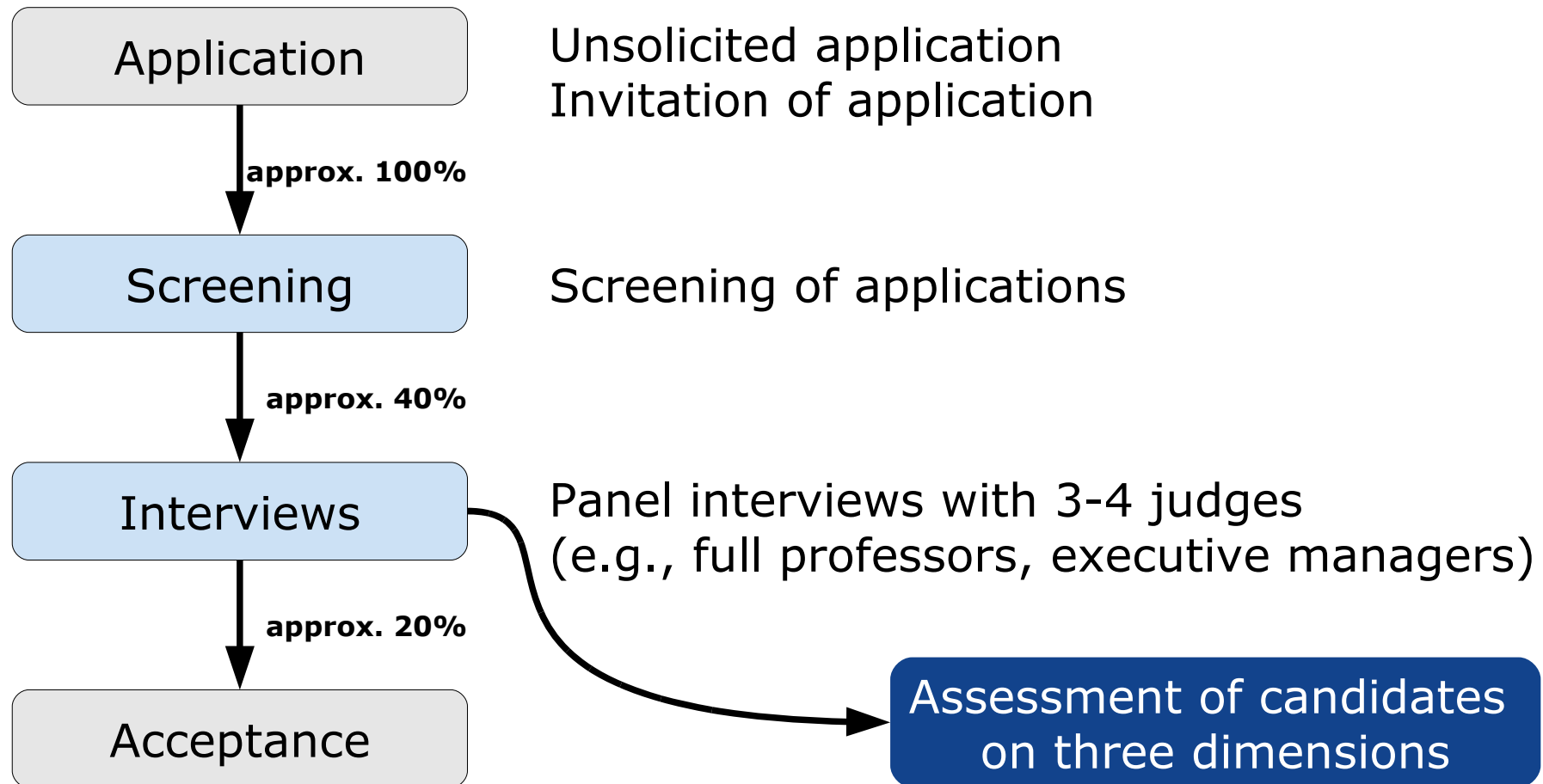
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Academic scholarships

- Scholarship foundations provide financial and ideal aid to students

- Objectives of most scholarship foundations
  - Facilitation of under- and postgraduate education
  - Professional career development
  - Fostering civic engagement

- Academic scholarships are directed towards students with high academic and personal qualifications

Selection of scholarship candidates

Application	Unsolicited application

approx. 100%

| Screening | Screening of applications |

approx. 40%

| Interviews | Panel interviews with 3-4 judges (e.g., full professors, executive managers) |

approx. 20%

| Acceptance | |

Assessment of candidates on three dimensions

Application: Unsolicited application / Invitation of application

Assessment of scholarship candidates

Scholarship candidates are assessed on three dimensions

„cognitive ability"

Specific expertise and achievements as well as interdisciplinary interests

„personality"

Personal suitability (e.g., achievement motivation and personal reliability)

„citizenship"

Community involvement (e.g., participation in the student council, active membership in a political party)

Research questions

- What is career success from the perspective of the scholarship foundation?

- How effective is the scholarship selection process with regard to career success?

Criteria of career success

What can be perceived as career success of former scholarship holders?

Academic success
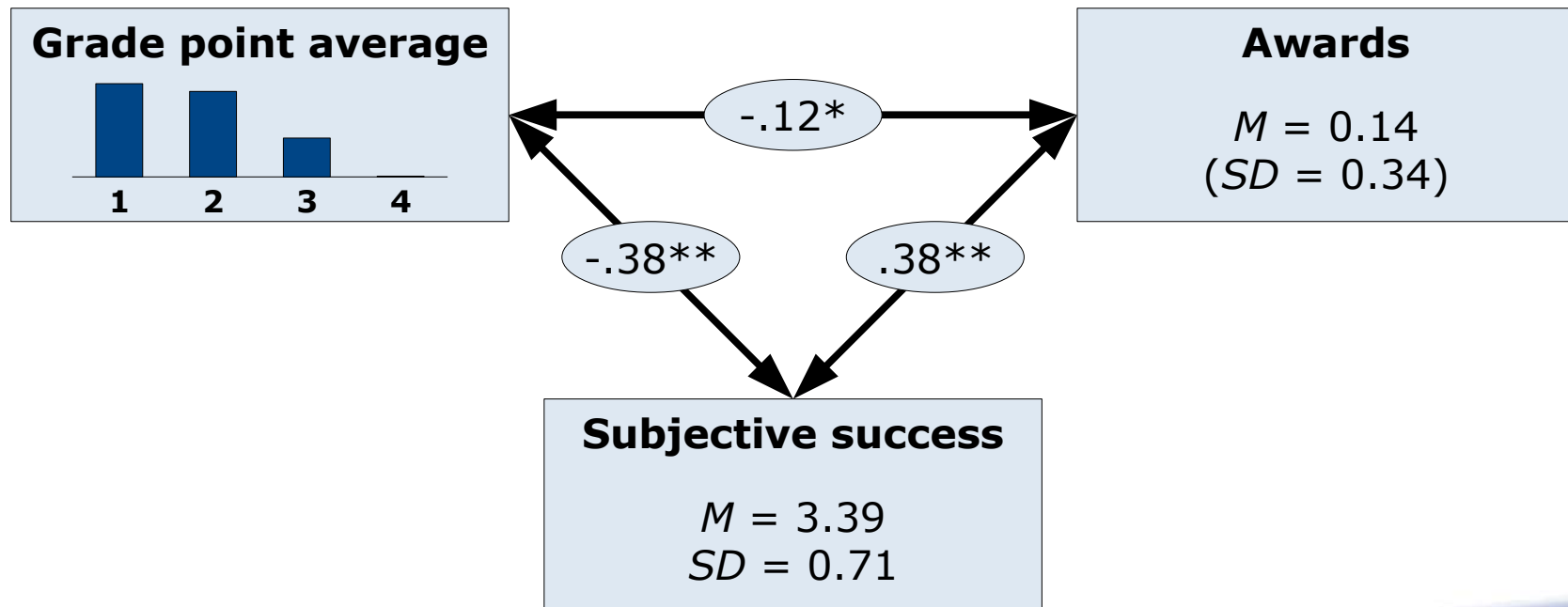
Occupational success

Engagement

Sample

- Anonymous web-based survey

- Participants are (former) scholarship holders (N = 391)

- Invitation by email and by advertisement in the foundations' periodical

- Subsample with assessment ratings
  - Assessment ratings from the scholarship selection process
  - 147 former undergraduates and/or postgraduates
  - Ratings are documented from the year 1987
  - Gender: 71% males
  - Age: M = 37.44 (SD = 9.01)

Measures of academic success

- Grade point average (graduation)
- Awards (related to undergraduate education)
- Subjective study success (1 item, 4-point Likert)

Grade point average		**Awards**
(bar chart: 1, 2, 3, 4)	-.12*	*M* = 0.14 (*SD* = 0.34)

-.38**   .38**

Subjective success

M = 3.39
SD = 0.71

Selection ratings and academic success

Predictors of academic success

|	grade points	awards	subj. success
„Cognitve ability"	-0.12	0.02	0.06*
„Personality"	0.01	0.30*	0.00
„Citizenship"	0.01	0.03	0.02
gender (female)	-0.42	-0.70	0.16
time since scholarship	-0.02	-0.06	-0.01
study major	law, etc.	n.s.	economic

Seperate regressions of the criteria of academic success

Measures of occupational success

- Salary (gross annual income)

- Career satisfaction (Greenhaus, Parasuraman & Wormley, 1990; α = .85)
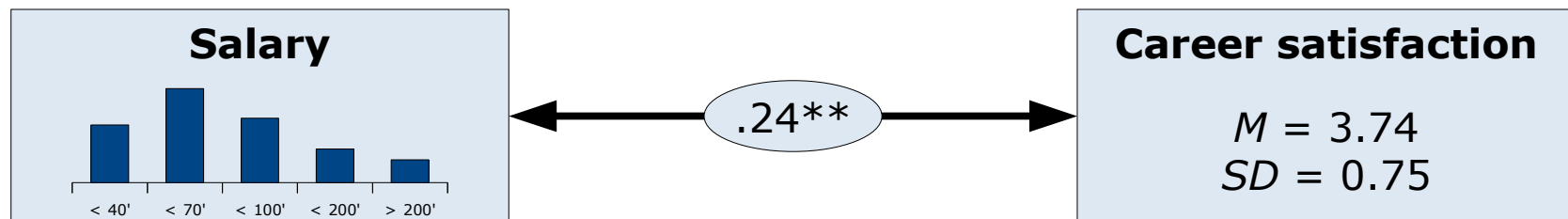
Occupational success

What predicts the different criteria of occupational success?
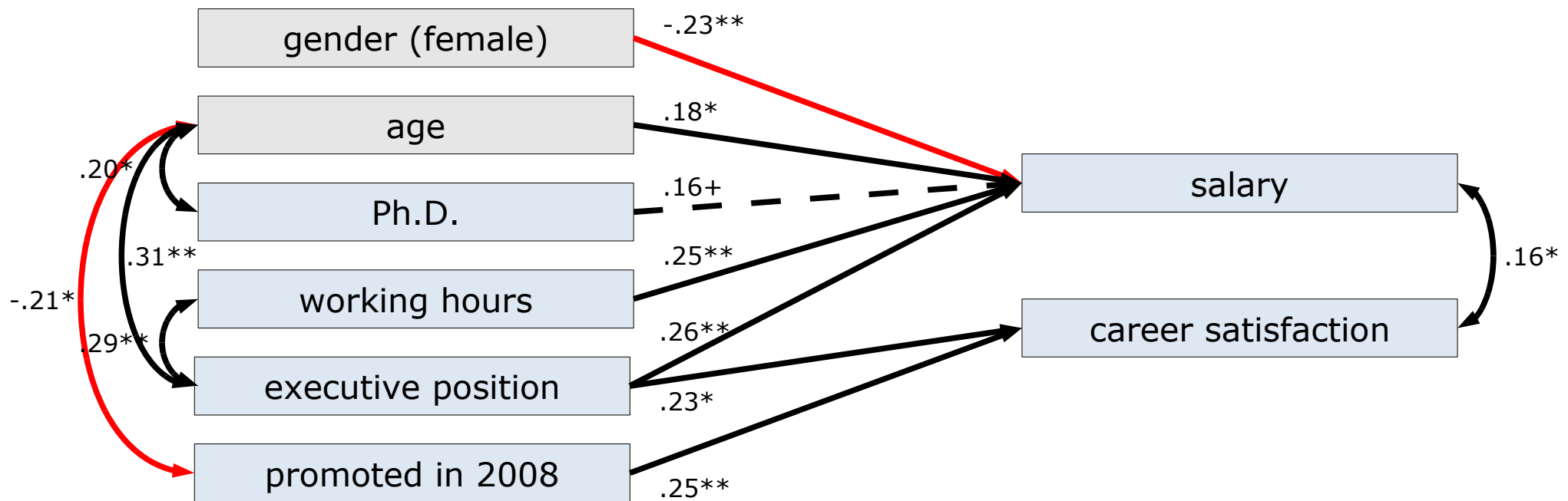
Model Fit: X² (16) = 10.40, p = .84, GFI = 0.98, AGFI = 0.95, RMSEA = 0.00, NTLI = 1.00

Selection ratings and occupational success
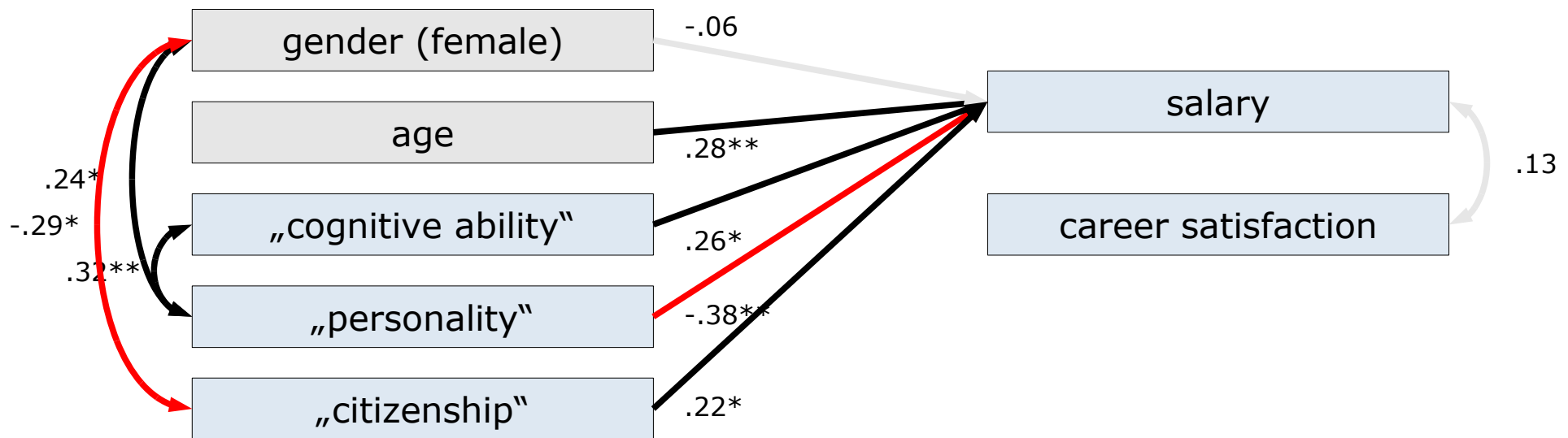
Model Fit: X2 (13) = 11.40, p = .58, GFI = 0.96, AGFI = 0.91, RMSEA = 0.00, NTLI = 1.00

Measures of engagement

Civic engagement	Political engagement

- Volunteer activities

- Involvement in social-professional institutions

- Complimentary teaching and other activities in the social domain

- Active involvement in a citizens' initiative

- Being a candidate for or member of parliament

Amount of activities *M* = 1.34 *SD* = 1.32	← .26** →	Amount of activities *M* = 1.14 *SD* = 1.45
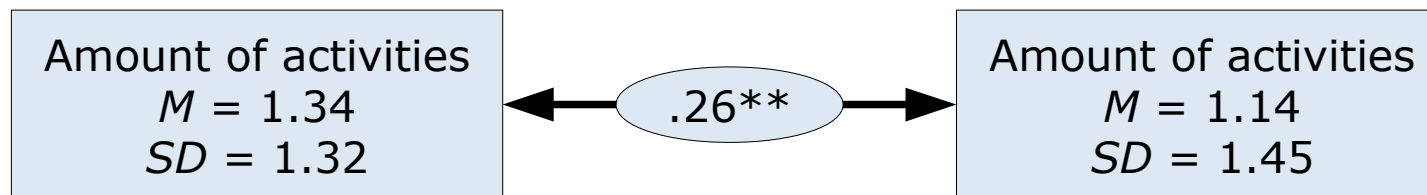
Selection ratings and engagement
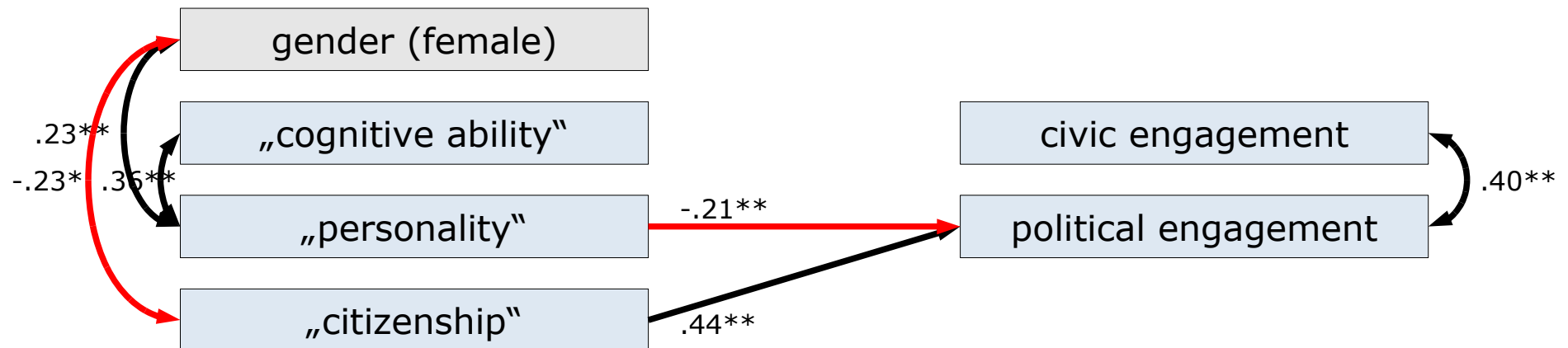
Model Fit: X² (10) = 7.12, p = .71, GFI = 0.98, AGFI = 0.96, RMSEA = 0.00, NTLI = 1.00

Interrelations of career success measures

		M	SD	1	2	3	4	5	6
1	grade points	-	-						
2	awards	0.14	-	-.12*					
3	subjective study success	3.39	0.71	-.35**	.23**				
4	salary	-	-	-.09	-.02	.05			
5	career satisfaction	3.74	0.75	.12	.02	.13	.14**		
6	civic engagement	1.34	1.32	-.03	-.00	.05	-.04	-.02	
7	political engagement	1.14	1.45	.17**	.02	-.17*	.02	-.14+	.15+

Summary
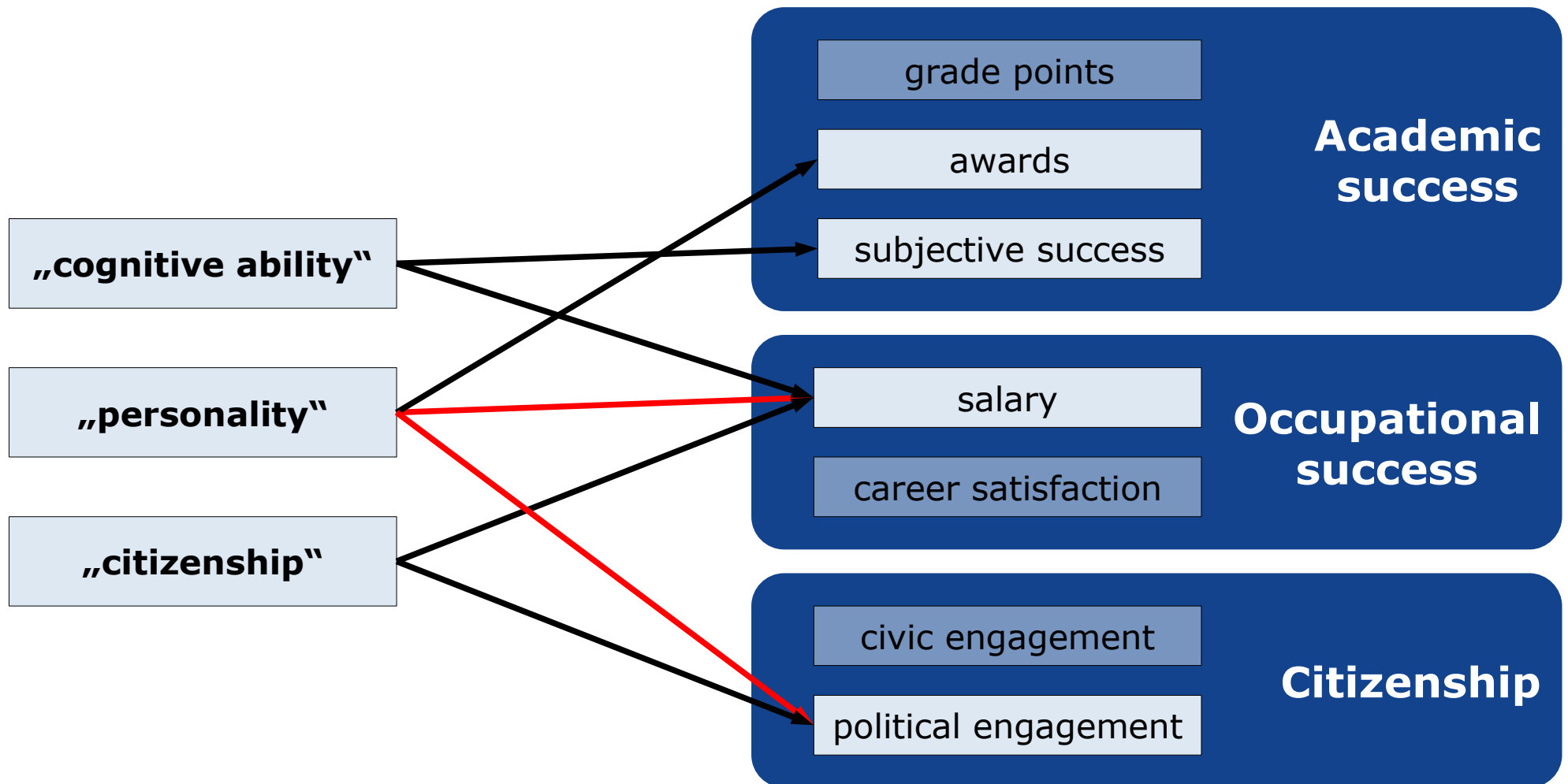
Discussion

- The objectives of scholarship foundations are mainly independent from each other

- Assessment of scholarship candidates
  - Prediction of different aspects of career success
  - Selection dimensions should be „revisited" esp. „personality"

- Comparison to other groups beyond former scholarship holders

- Identifying predictors of career satisfaction
  - Interrelations with family-to-work conflict
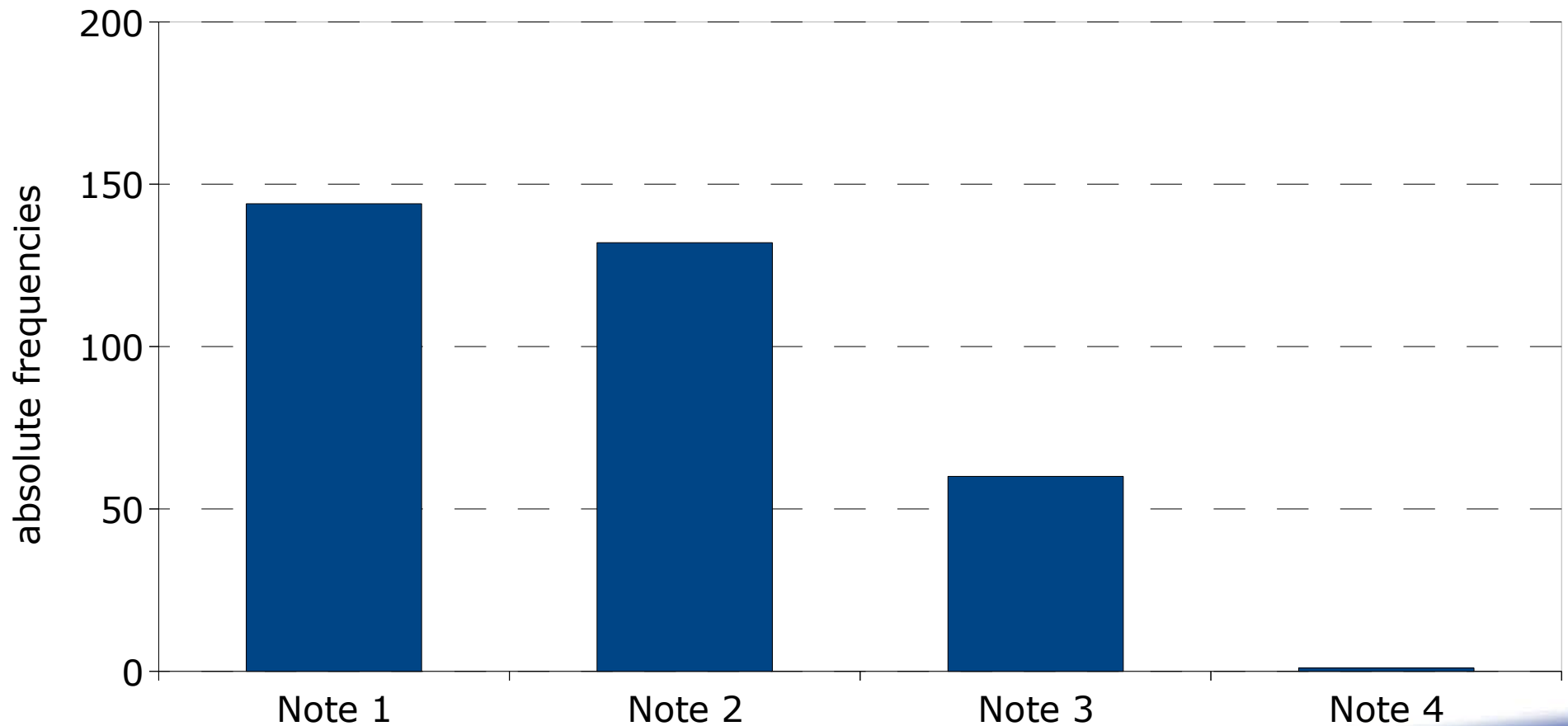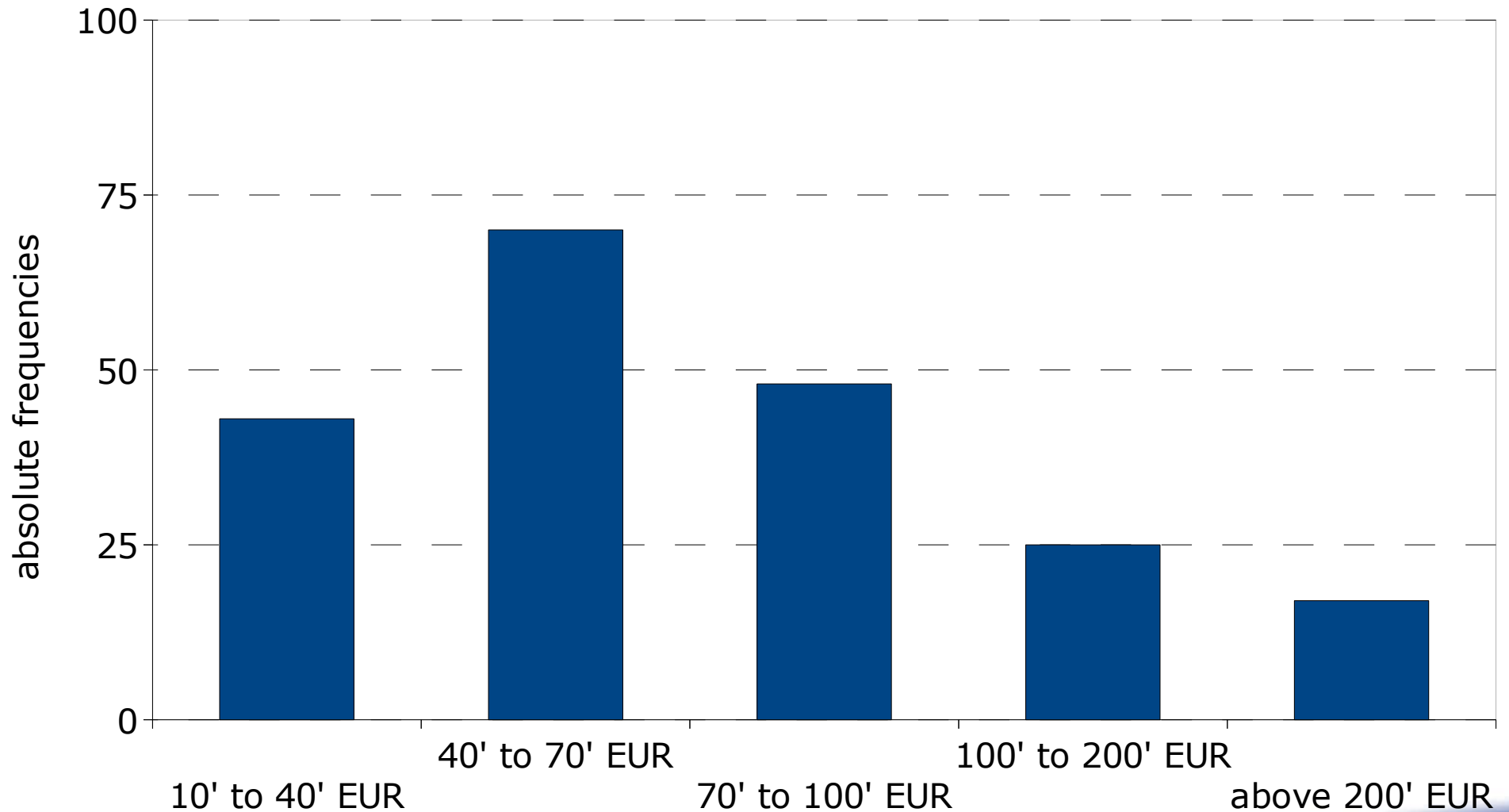 - Achievement of professional goals

Thank you for your attention!

Grade point average (total sample)

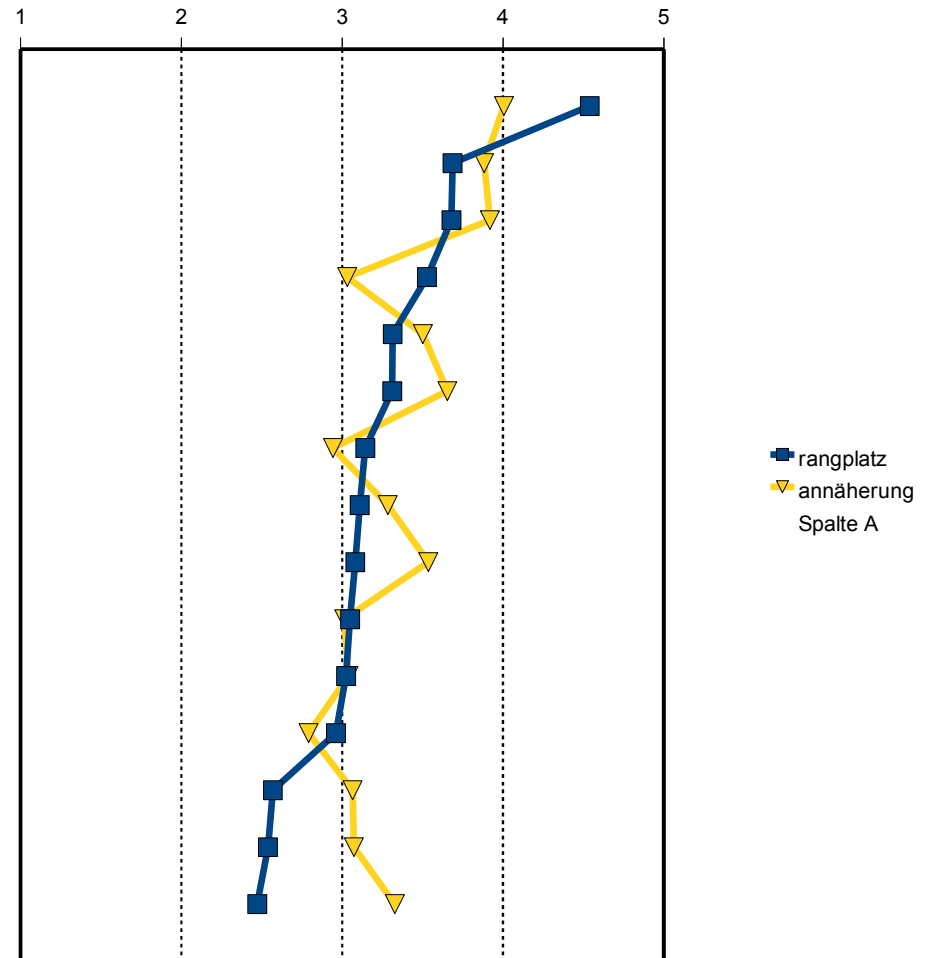# Salary (total sample)

Career Satisfaction

- Ich bin mit den Erfolgen, die ich in meiner bisherigen Berufslaufbahn erzielt habe, zufrieden.

- Ich bin mit den Fortschritten in meinem bisherigen allgemeinen Karriereverlauf zufrieden.

- Ich bin mit den Fortschritten meiner bisherigen Gehaltsentwicklung zufrieden.

- Ich bin mit den Fortschritten, die ich bisher beim Erreichen meiner beruflichen Aufstiegsziele gemacht habe, zufrieden.

- Ich bin mit den Fortschritten, die ich bisher in der Entwicklung neuer Fähigkeiten und Fertigkeiten gemacht habe, zufrieden.

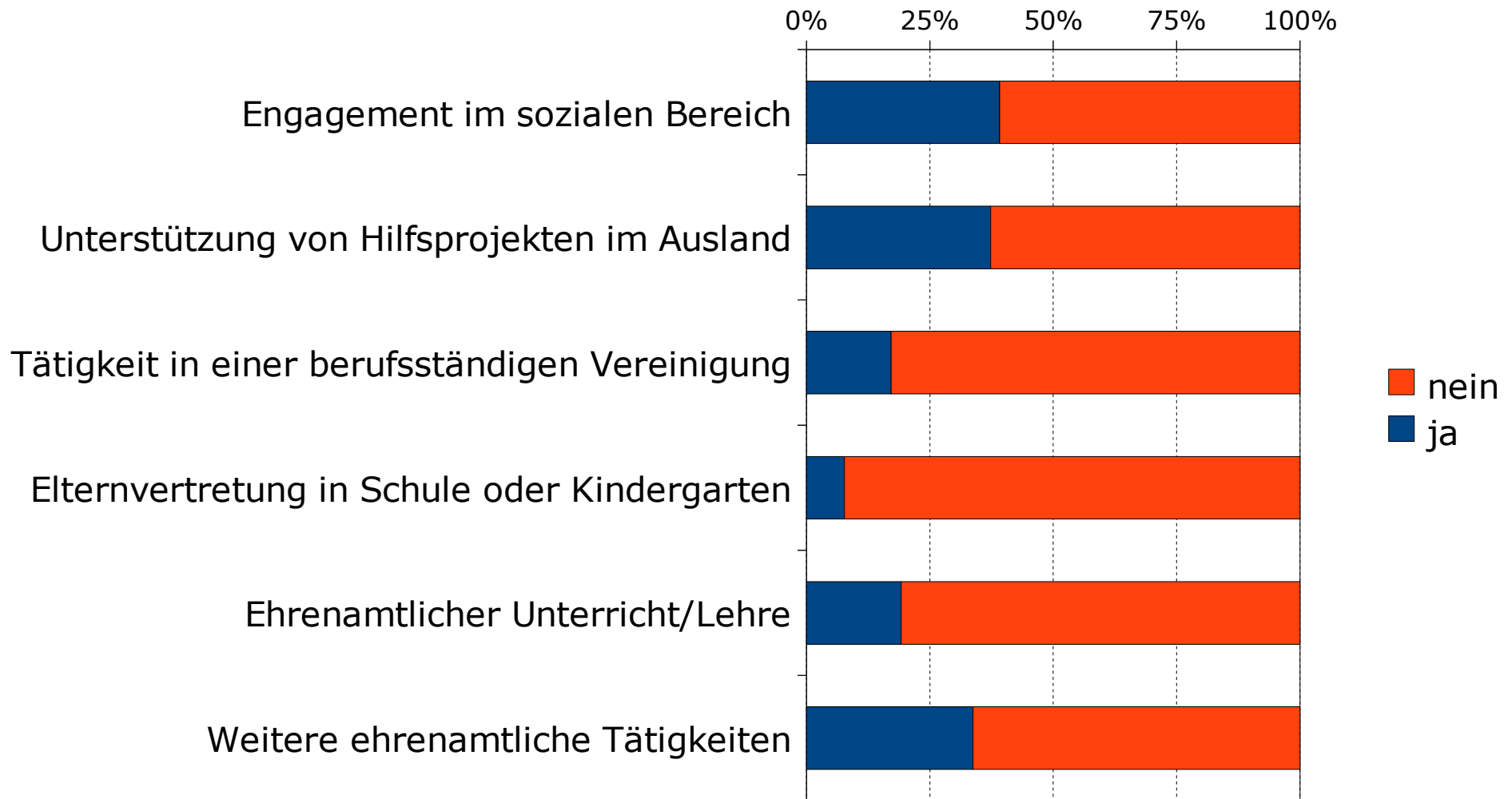Greenhaus, Parasuraman & Wormley (1990), Wolff & Moser (2009)

Professional goals

Civic engagement

Political engagement