

# Research on the Factors Influencing the Career Achievement of Enterprise Employees and the Establishment of Evaluation Criteria

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**Abstract:** Career achievement is the manifestation of professional values, which plays an important guiding role in career planning and human capital development. On the basis of theoretical literature research, this paper conducts a questionnaire survey and research interview for enterprise employees, explores the influencing factors of employee career achievement from the aspects of organizational support, job characteristics, social capital, individual conditions, career inclination and so on, and makes an empirical analysis, so as to construct the evaluation criteria of career achievement. According to the article: the factors influencing the career achievement of employees in enterprises are the same as those of employees in other enterprises, and is phased, personalized needs, should construct the diversified evaluation standard, namely: to break the traditional single career achievement evaluation concept, build a diversified organizational support system, establishing incentive salary welfare system, provide service for employees to grow professionally.

**Key words:** Career achievement; Evaluation criteria; the career development

*Tob Regul Sci.*™ 2021;7(5-1): 2470-2482

DOI: [doi.org/10.18001/TRS.7.5.1.15](https://doi.org/10.18001/TRS.7.5.1.15)

Career achievement, as a career goal pursued by professionals, is an individual's psychological feeling and comprehensive evaluation of the achievements obtained in his career, which can not only promote the development of individual career internally, but also promote and guarantee the happiness of individual work and life externally<sup>1</sup>. In the 1930s, foreign scholars have carried out a series of fruitful theoretical research on career achievement. In particular, Thomdike, a British scholar, first put forward the concept of "career achievement" in his book *Prediction of Career*<sup>2</sup>, and discussed the connotation dimension, evaluation criteria and key elements of career achievement from the perspective of organizational behavior, which triggered a research upsurge of career achievement. Up to now, domestic scholars have made great achievements in their theoretical research on career

achievements, and have made a lot of useful discussions from different industries, different types of enterprise employee groups and factors of career achievements, such as perception, evaluation content, measurement methods, etc.

For example, Tobacco enterprises, as enterprises producing special products, have always been concerned by theoretical scholars in terms of their operation and management mode. Especially today, the harm caused by tobacco products to consumers' physical and mental health is deeply condemned by the public. However, employees' professional achievements in tobacco enterprises should not be associated with tobacco production and harm<sup>3</sup>, because the continuous promotion of the development of tobacco enterprise norms ultimately requires standardizing the internal management of tobacco enterprises, especially the management and incentives for employees. In

order to achieve this goal, it is necessary to make an in-depth discussion on the career achievements of the employees in tobacco enterprises, i.e. what are the influencing factors of the career achievements of the employees in tobacco enterprises and how to construct a scientific career achievement evaluation system.

Therefore, based on the research results at home and abroad, as well as the domestic social and cultural changes, the transition of occupation status and other background of the times, this paper explores the factors affecting the career achievements from the perspective of employees and constructs the evaluation criteria of career achievements, so as to provide a new perspective for the research of career achievements.

## LITERATURE REVIEW AND THEORETICAL FRAMEWORK

### Connotation of employee career achievement

Since employee career achievement is a universal concept and has natural similarity with that in other industries, so explaining the connotation of employees' career achievement in a universal sense can be used to discuss employees' career achievement in tobacco enterprises. Scholars at home and abroad have explored the connotation of employee career achievement from different perspectives. Foreign scholars Thomdike et al. defined career achievement as job satisfaction<sup>4</sup>; Sebert et al. believed that career achievement is a positive psychological suggestion and emotional expression<sup>5</sup>; Hunt, Kohyar Kiazad, Maria L. et al. defined career achievement as subjective spiritual feeling and objective material gain<sup>6</sup>; MLondon and SASumpf believed that career achievement is the achievement obtained in the course of work<sup>7</sup>. Domestic scholars Gao Jing and Han Yi believed that career achievement is a beneficial contribution to the work unit, family and society<sup>8</sup>. The above definition of career achievement mainly focuses on psychological perception, economic value and social contribution. Thus, career achievement is a multi-dimensional concept, which is reflected in the psychological and emotional, material returns and social contributions, and requires a matching evaluation content

system with the help of the corresponding theory for a fair and objective measurement and evaluation.

### Research on the evaluation of employee career achievement

The existing theoretical results mainly discuss the evaluation of career achievements from the following aspects. First, the definition of the evaluation criteria of employee career achievement in tobacco enterprises. For example, Nigel Nicholson refined the content of career achievement evaluation into social status, economic benefits, personal reputation, knowledge and skills, social relations, health and happiness, etc.<sup>9</sup>. Arthur et al. decomposed the career achievement standard into work-life balance, meaningful emotional feeling, social contribution value and so on<sup>10</sup>. Peite believed that career achievement can be evaluated from the aspects of income, status, job promotion, learning opportunities, and the balance between work and family<sup>11</sup>. Zhou Jun and Gao Jing et al. believed that career achievements can be manifested in such aspects as family life, work network, job promotion, skill improvement, and social expectation. Wang Zhongjun et al. defined the standard of career achievement as economic success, professional status, competence, self-realization and relationship resources<sup>12</sup>. According to the above-mentioned results on employees' career achievement measurement, it has the characteristics of personal career achievement, family life and serving social development.

Second, the research on the evaluation subject of employee career achievement. Due to the subjectivity and objectivity of career achievements, the evaluation subject has significant social attributes and personal awareness. Therefore, the significance of career achievement, or the so-called "success", often depends on who will evaluate it<sup>13</sup>. However, it is undeniable that the professional achievements of employees in tobacco enterprises overlap with those of employees in other industries<sup>14</sup>. Arthuretal thought that the evaluation of career achievement should be carried out by third-party organizations and

measured by objective and visible standards. Ngetal put forward the opposite view, holding that career achievement is the individual's evaluation of his own work experience, achievements and career development. Judgeetal believed that the measurement and evaluation of career achievement should be conducted by subjective and objective groups, considering not only the evaluation factors of individuals, but also the evaluation factors of social groups or institutions. In this regard, this paper holds that career achievements of employees in tobacco enterprises should be evaluated from subjective and objective subjects because they have both social attributes and individual consciousness, including personal self-subjective perception, social objective evaluation, as well as neutral thinking and examination by third-party subjects.

### **Research on the factors influencing employee career achievement**

The research on the factors influencing career achievement needs to be analyzed in combination with its evaluation subject, criteria and content. Different scholars have analyzed the factors influencing employee career achievements. For example, Kirchmeyer thought that human capital, interpersonal relationship, family life and personal conditions are the key factors that affect individuals' career achievements. Zhou Wenxia and Xie Baoguo et al. found from an individual perspective that job promotion, wage income and career satisfaction are the core factors affecting career achievement<sup>15</sup>. Tharenou pointed out that individual development and organizational development are the decisive factors affecting the realization of career achievements<sup>16</sup>. Judge regarded human resources, population variables and organizational incentives as the main factors that affect career achievement<sup>17</sup>. Gu Qianni and Su Yong believed that career achievements are influenced by subjective and objective factors such as family harmony, organizational harmony, national harmony, personal development and freedom, and physical and mental balance<sup>18</sup>. As for the influencing factors of career achievement, there are subjective factor evaluation and objective factor evaluation. Judging from the evaluation

criteria of career achievement, there are both quantitative and qualitative evaluation factors. Judging from the evaluation content of career achievement, there are elements in salary and treatment as well as elements in spiritual honor.

### **Evaluation scale of factors influencing employee career achievement**

Scholars at home and abroad have made a lot of useful explorations on the evaluation scale of factors influencing career achievement. At present, there are several representative evaluation scales, namely, career satisfaction evaluation scale, career achievement evaluation scale, Chinese version of career achievement evaluation scale, index of well-being, and overall subjective well-being scale, etc. Although the above scales have good reference value, it is urgent to make synchronous supplement, replacement and improvement of the factors influencing career achievement due to the changes of the social times, the change of occupational classes and the diversification of individual values.

The above research has made fruitful explorations for determining the factors influencing employee career achievement, not only pointing out that the factors influencing career achievement are diverse and changeable, but also expounding that the realization of career achievement is not a single economic behavior, but a manifestation of values. However, the mechanism of influencing factors on career achievement of employees in tobacco enterprises and the integration of evaluation criteria need to be continuously and deeply enriched, especially the degree and weight of factors that play a role in the process of employees' career achievement have not been quantitatively studied.

## **ANALYSIS ON INITIAL ITEMS FOR FACTORS INFLUENCING EMPLOYEE CAREER ACHIEVEMENTS**

### **Research method**

In order to ensure the objectivity and impartiality of the influencing factors and evaluation criteria of employee career achievement, based on the theoretical analysis of the literature, the initial

items of factors influencing career achievement were collected and sorted out through the open questionnaire survey and interview interviews with the management personnel and employees.

In order to improve the representativeness, universality and particularity of the factors influencing career achievement, the following arrangements were made in the selection of interviewees. First, the post distribution of interviewees was considered to cover the production line employees, middle management and senior management; Second, the types of the units where interviewees worked were considered to include head offices, branch offices, manufacturing plants and sales companies. Third, the scale of the units where interviewees worked was considered to cover large, medium-sized, small and micro-sized enterprises, etc. In addition, in order to improve the interview effect and information quality, face-to-face interviews, telephone interviews and email interviews were arranged. A total of 240 people were interviewed this time, with 80 in each of face-to-face interview, telephone interview and email information interview (Table 1). The content of the interview focuses on three issues: First, the interview and verification of basic personal information, such as gender, age, education background, family structure, etc.; second, the cognition of career achievement; third, the concrete manifestation of career achievement.

In accordance with the principles of eliminating coarseness and refinement, eliminating falsehood and reserving truth, and seeking common ground while reserving differences, the interview manuscript information and recorded manuscript were differentiated, integrated, streamlined and optimized, and the similar contents or keywords were coded and counted to generate the initial items. In total, 15 items of "how to treat career achievement" and 55 items of "specific performance of career achievement" were obtained.

#### Open questionnaire

To present the factors influencing employee career achievement more comprehensively and stereoscopically, and to ensure the reliability and validity of the research, an open questionnaire

survey was conducted to the employees at the production line and managers of enterprises according to their posts and status. The content of the questionnaire was optimized and adjusted based on the combination of the three questions and 60 indicators in the previous interview, and new item indicators were added. A total of 350 questionnaires were distributed, of which 338 were recovered and 331 were valid, with a recovery rate of 96.5% and an effective rate of 94.5%. By integrating, combing and analyzing the contents of the questionnaire, 10 items of "How to treat career achievement" and 22 items of "Specific performance of career achievement" were obtained. Meantime, SPSS19.0 software was used for descriptive statistics of the valid questionnaires collected, and the importance of 32 items was coded and sorted (Table 2). Based on this, a preliminary evaluation scale system of factors influencing career achievement was developed combined with the literature analysis and the existing scales, based on the results of interviews and questionnaires, and in accordance with the principles of reflecting the times and non-repetition.

#### Descriptive statistics of factors influencing employee career achievement

According to the data in Table 2, the sample has a minimum mean value of 2.9156 and a maximum mean value of 3.7990. The mean value of most items is about 3, and its standard deviation is less than 1. The statistical skewness and kurtosis values of the sample data showed that the samples passed the normal test within the 0.05 confidence interval.

At the same time, Table 2 shows that the top six items of key elements of career achievement of all employees in the enterprise are A32 The possibility of promotion in a position, A1 Salary and welfare satisfaction, A2 Challenges of job responsibilities, A23 Possibility of creating a good life for your family, A8 Post value dedication, and A20 The degree of help to financial freedom, and the last six items are A14 Irreplaceability of responsibilities, A25 The reputation of adding luster to relatives and friends, A21 Difficulty in obtaining equivalent positions in other companies, A10 Independent decision management, A13

Customer recognition, and A18 Ability to serve the development of enterprises. Taking into account the factors influencing career achievement and combining with the information and data from questionnaires and interviews, this paper classifies 32 items into organizational support, work characteristics, social capital, personal conditions,

career inclination and other factors according to the principles of subordination and similarity, and constructs an evaluation criteria system for the factors influencing career achievement.

**Table 1**  
**Basic information of interviewees**

Basic information	Items	Number of people	Proportion	Basic information	Items	Number of people	Proportion
Gender	Male	168	70.00%	Marital status	Married	231	96.25%
	Female	72	30.00%		Unmarried	109	45.42%
Age	Below 25 years old	35	14.58%	Educational background	A high school diploma or less	46	19.17%
	226-35 years old	76	31.67%		Junior college or undergraduate diploma	87	36.25%
	36-45 years old	84	35.00%		Postgraduate and above	107	44.58%
	46-55 years old	32	13.33%	Types of enterprise	Head offices	58	24.17%
	Over 56 years old	13	5.42%		Regional companies	66	27.50%
Positions in the enterprises	Marketing management	14	5.83%		Manufacturing companies	81	33.75%
	Research	23	9.58%	Size of enterprise	Sales companies	35	14.58%
	Resale	37	15.42%		Large enterprise	122	50.83%
	Production	18	7.50%		Medium enterprise	45	18.75%
	Equipment	18	7.50%		Small enterprise	62	25.83%
	Training	28	11.67%		Microenterprise	11	4.58%
	Technology	41	17.08%	Position in the enterprise	Worker at the production line	125	52.08%
	Planting	33	13.75%		Middle management	63	26.25%
	Engineering	28	11.67%		Top management	52	21.67%

## ANALYSIS OF FACTORS INFLUENCING EMPLOYEE CAREER ACHIEVEMENT AND CONSTRUCTION OF EVALUATION CRITERIA

### Test of items of career achievement influencing factors

This paper makes a test analysis on the various factors affecting employee career achievement in questionnaire survey and interview, so as to judge the influence of each factor on career achievement. The SPSS19.0 system was used to screen and analyze the questionnaire items from the

qualitative and quantitative aspects, in which the critical ratio (CR) was to rank the total scores of all influencing factors in high and low order. The top 25% of the scores were grouped as high, and the bottom 25% were grouped as low. The CR value of the item was obtained by calculating the average value of each item group and the significance level of the difference between the two. A CR value less than 0.05 was considered significant, indicating that the item was able to identify varying degrees of response to "career achievement." The analysis description of each factor item is shown in Table 3.

**Table 2**  
**Ranking of importance of factors influencing employee career achievements**

No.	Items	Minimum	Maximum	Mean	SD	Importance
A1	Salary and welfare satisfaction	2	5	3.7146	0.89801	2
A2	Challenges of job responsibilities	2	5	3.6377	0.83919	3
A3	Workplace interpersonal harmony	3	5	3.4864	0.59156	7
A4	Balance between work and family	3	5	3.3697	0.48845	13
A5	Reputation of organizational culture	2	5	3.4218	0.65085	9
A6	Satisfaction of career achievement	2	5	3.4739	0.67742	8
A7	Career development and promotion space	2	5	3.2953	0.68723	20
A8	Post value dedication	2	5	3.5608	0.66777	5
A9	Health benefits	2	5	3.2705	0.77831	21
A10	Independent decision management	1	4	3.1687	0.93645	29
A11	Self-value realization	2	5	3.3027	0.55777	19
A12	Degree of post pressure	2	5	3.2333	0.59866	24
A13	Corporate customer recognition	2	5	3.1985	0.58616	28
A14	Irreplaceability of duties	1	5	2.9156	0.86837	32
A15	Team performance realization	2	5	3.335	0.76908	15
A16	Profession approbation degree	3	5	3.3275	0.5056	16
A17	Comfort created by work for life	3	4	3.3499	0.47752	14
A18	Ability to serve the development of enterprises	2	5	3.2134	0.61419	27
A19	Occupational stability	2	5	3.2333	0.63886	25
A20	The degree of help to financial freedom	3	5	3.4963	0.53426	6
A21	Difficulty in obtaining equivalent positions in other companies	2	4	3.1663	0.63061	30
A22	Possibility of promotion to industry specialist	2	5	3.3921	0.66178	10
A23	Possibility of creating a good life for your family	3	5	3.6203	0.82696	4
A24	Possibility of participating in decisions on major business matters	2	5	3.268	0.60892	22
A25	The reputation of adding luster to relatives and friends	1	4	3.0074	0.89911	31
A26	Fit between professional position and hobbies	3	5	3.3821	0.70385	11
A27	Value of serving social progress	3	4	3.3747	0.48464	12
A28	The possibility of expanding social relationships	2	5	3.2357	0.58294	23
A29	The possibility of having a unique role for the position	2	4	3.2159	0.64302	26
A30	Possibility of obtaining decision-making authority	2	5	3.3176	0.62164	17
A31	Scope of career position selection	2	5	3.3176	1.64917	18
A32	The possibility of promotion in a position	3	5	3.799	0.68879	1

Table 3 shows that the minimum value of each item is not less than 1, the maximum value of the item is 5, and the data of 32 items have no error value less than 1 or greater than 5. At the same time, there was a high degree of homogeneity between the items and the latent variables of the

influencing factors of career achievement, so the items could be retained. Studies conducted using the above methods revealed that these items were appropriate and that they could be retained without deletion.

### The exploratory factor analysis of factors influencing employee career achievement

SPSS19.0 statistical software was used for KMO and Bartlett spherical test, and KMO value was 0.813, indicating that factor analysis could be carried out. The concomitant probability given by Bartlett's spherical test was 0.000, less than the significance level of 0.05, indicating that it was suitable for factor analysis. The principal component analysis method was used to extract the factors, and the maximum variation method was used to rotate the extracted factors orthogonally. A total of five factors were extracted, the cumulative variance explanation rate was

81.402%, and the factor loads were all above 0.5 (the results were omitted).

#### Factor analysis

The factor load matrix after orthogonal rotation showed that five factors accounted for 81.402% of the total variance, and the load of observed variables on factors met the requirements (the results were omitted). Through exploratory factor analysis, an evaluation model of factors influencing employee career achievements was established. As shown in Table 4, the model had five first-level indicators, namely: "organizational support", "job characteristics", "social capital", "personal conditions" and "career inclination".

**Table 3**  
**Descriptive statistics of analysis on items of factors influencing employee career achievement**

Type	No.	Items	Critical ratio (CR)	Item-total correlation
Analysis on the importance of factors influencing employee career achievement	A1	Salary and welfare satisfaction	10.345	.545
	A2	Challenges of job responsibilities	8.586	.605
	A3	Workplace interpersonal harmony	11.345	.530
	A4	Balance between work and family	13.443	.560
	A5	Reputation of organizational culture	9.871	.673
	A6	Satisfaction of career achievement	2.103	.021
	A7	Career development and promotion space	7.451	.654
	A8	Post value dedication	6.342	.781
	A9	Health benefits	18.34	.753
	A10	Independent decision management	16.313	.631
	A11	Self-value realization	23.121	.513
	A12	Degree of post pressure	3.231	.488
	A13	Corporate customer recognition	6.423	.534
	A14	Irreplaceability of duties	7.342	.442
	A15	Team performance realization	5.332	.762
	A16	Profession approbation degree	13.330	.562
	A17	Comfort created by work for life	9.233	.673
	A18	Ability to serve the development of enterprises	3.241	.781
	A19	Occupational stability	6.234	.412
	A20	The degree of help to financial freedom	5.233	.672
	A21	Difficulty in obtaining equivalent positions in other companies	7.342	.442
	A22	Possibility of promotion to industry specialist	2.214	.031
	A23	Possibility of creating a good life for your family	1.311	.041
	A24	Possibility of participating in decisions on major business matters	9.233	.673
	A25	The reputation of adding luster to relatives and friends	3.241	.781
	A26	Fit between professional position and hobbies	15.341	.789
	A27	Value of serving social progress	12.321	.345
	A28	The possibility of expanding social relationships	6.313	.561
	A29	The possibility of having a unique role for the position	7.293	.513
	A30	Possibility of obtaining decision-making authority	5.342	.535
	A31	Scope of career position selection	7.453	.756
	A32	The possibility of promotion in a position	6.231	.623

### **Confirmatory factor analysis of factors influencing employee career achievement**

According to the results of exploratory factor analysis, the model for factors influencing employee career achievement was constructed and the confirmatory factor analysis of the model was performed, which was mainly calculated using the structural equation model. The five first-level indicators extracted from factor analysis, such as "organizational support", "job characteristics", "social capital", "personal conditions" and "career inclination" constituted the evaluation criteria model of the factors affecting the career achievements of employees in enterprises. The AMOS20.0 software was used to carry out confirmatory factor analysis with maximum likelihood method to verify the estimated values of the model parameters, as shown in Table 5.

The data in Table 5 indicated that each fitting test index was within the allowable range, indicating that the fitting degree of the model was ideal, and further correction was not required. The results of confirmatory factor analysis also showed that the evaluation criteria model of factors influencing employee career achievement established by exploratory factor analysis was reasonable and could reflect the distribution of factors influencing employee career achievement well. At the same time, "organizational support", "job characteristics", "social capital", "personal conditions" and "career inclination" were not isolated from but interacted with each other, and together constituted the evaluation criteria system of the factors influencing employee career achievements.

### **Construction of career achievement evaluation criteria**

Structural characteristics of factors influencing employee career achievement

According to the test results, the evaluation criteria model of factors influencing employee career achievement is generally ideal, and the evaluation efficiency of most influencing factors on "career achievement" is between "basic satisfaction" and "satisfaction", which reveals the internal

characteristics and external performance of employee career achievement, and provides some reference for guiding employees to make their own career planning and enterprises to formulate their incentive mechanism.

From the structural characteristics of factors influencing career achievement, the following areas are highly correlated with career achievement: A32 The possibility of promotion in a position, A23 Possibility of creating a good life for your family, A2 Challenges of job responsibilities, A20 The degree of help to financial freedom, A8 Post value dedication, A5 Reputation of organizational culture, A26 Fit between professional position and hobbies, A4 Balance between work and family, and A17 Comfort created by work for life.

Priority areas for improvement include: A1 Salary and welfare satisfaction, A3 Workplace interpersonal harmony, A6 Satisfaction of career achievement, A22 Possibility of promotion to industry specialist. Areas with maintained advantages are A10 Independent decision management, A28 The possibility of expanding social relationships, A11 Self-value realization, A16 Profession approbation degree, A19 Occupational stability, A30 Possibility of obtaining decision-making authority, A27 Value of serving social progress, and A31 Scope of career position selection.



**Table 4**  
**Evaluation model of factors influencing employee career achievement**

Evaluation criteria system of factors influencing employee career achievement	First-level indicators	Second-level indicators
	V1 Organizational support	Salary and welfare satisfaction V11
		Satisfaction of career achievement V12
		Self-value realization V13
		Team performance realization V14
		The degree of help to financial freedom V15
		Possibility of creating a good life for your family V16
		The possibility of promotion in a position V17
	V2 Job characteristics	Challenges of job responsibilities V21
		Independent decision management V22
		Irreplaceability of duties V23
		Comfort created by work for life V24
		Possibility of participating in decisions on major business matters V25
	V3 Social capital	The possibility of having a unique role for the position V26
		Workplace interpersonal harmony V31
		Career development and promotion space V32
		Profession approbation degree V33
		Difficulty in obtaining equivalent positions in other companies V34
		The reputation of adding luster to relatives and friends V35
	V4 Personal conditions	The possibility of expanding social relationships V36
		Scope of career position selection V37
		Reputation of organizational culture V41
		Post value dedication V42
		Customer recognition V43
	V5 Career inclination	Ability to serve the development of enterprises V44
		Possibility of promotion to industry specialist V45
		The degree of contribution to social progress V46
		Balance between work and family V51
		Health benefits V52
		Degree of post pressure V53
		Occupational stability V54
		Fit between professional position and hobbies V55
		Possibility of obtaining decision-making authority V56

**Table 5**  
**Fit test of evaluation criteria model of factors influencing employee career achievement**

Model fitting evaluation indicators	Measured values
p value	0.085
$\chi^2/df$	2.135
RMR	0.351
SMR	0.063
GFI	0.912
AGFI	0.936
NFI	0.951
NNFI	0.866
CFI	0.821
RMSEA	0.047

Insignificant areas include A15 Team performance realization, A7 Career development and promotion space, A24 Possibility of participating in decisions on major business

matters, A12 Degree of post pressure, A21 Difficulty in obtaining equivalent positions in other companies, A18 Ability to serve the development of enterprises, A9 Health benefits, A13 Customer recognition, A29 The possibility of having a unique role for the position, A25 The reputation of adding luster to relatives and friends, and A14 Irreplaceability of duties. The research results show that different demographic variables have different results on career achievement, such as gender, educational background, characteristics of the employed enterprise and so on, which affect the probability and degree of employee career achievement to a certain extent.

The experience of career achievement is common to all and not unique to a particular group. However, due to the different personal experiences of career achievements, individuals have different achievement feelings at different stages, different posts and different industries. At the same time, career achievement is closely related to evaluation criteria, that is, too high and single evaluation criteria will inevitably affect the positivity and motivation of career achievement. In this paper, the evaluation factors of career achievement are discussed, and the evaluation criteria of career achievement are constructed from the dimensions of organizational support, job characteristics, social capital, personal conditions, and career inclination, etc., which has certain reference value for tobacco enterprises to innovate and optimize management system and further develop human capital. At the same time, it helps employees to coordinate the relationship between work and family life, treat career achievements rationally and objectively, and break away from "money worship" and "power-only consciousness".

Construction of evaluation criteria for career achievement of employees in tobacco enterprises

Due to the diversity of factors affecting career achievement, the evaluation criteria are correspondingly diversified. The significance of career achievement realization of employees in tobacco enterprises will not only change with the development of times, ages and post levels, but also depend on the evaluation of external subjects and one's own wishes and needs. According to the above analysis on factors influencing career achievement, the evaluation criteria of career

achievement are summarized and sublimated into the following categories.

First, criterion for material wealth. Economic material is an important factor to ensure the quality of life of an individual, and also a reflection of the value of individual work ability that higher professional value is directly reflected in high economic income and high welfare treatment. At the same time, material wealth has an immeasurable impact on individuals due to the prosperity of commodity economy. Therefore, it has become one of the criteria for evaluating the success of modern professionals to get higher material wealth through strong career achievements.

Second, criterion for promotion space. According to Maslow's hierarchy of needs, the realization of self-worth is a high-level need of human beings, which means that both workers at the production line and senior managers hope to be promoted to a higher level in the enterprise organization system, or to achieve a higher level in the industry. Therefore, it has become an important criterion for career achievement evaluation to seek a higher position or rank in the organizational system, which is also an important embodiment of organizational support.

Third, criterion for safety and health. Safety and health are the basic needs of people and the carrier elements of achieving and expanding career achievements, because if safety and health are not guaranteed, career achievements are meaningless. Therefore, the so-called sense of safety and health in the process of pursuing career achievement is manifested in two aspects, one is the psychological security and emotional pleasure in enterprise organization and professional posts, and the other is that personal safety being not violated and hurt in the process of performing job duties. In other words, safety and health is the most basic element for evaluating career achievements.

Fourth, criterion for freedom and creation. Freedom means that under the premise of abiding by the enterprise management system, you can enjoy certain work authority, make decisions independently and arrange deployment tasks. At the same time, you are free in organizational atmosphere and corporate culture, which is conducive to stimulating and releasing individual potential. Innovation is not only the intrinsic motivation to achieve career achievements, but also a positive behavior to fully display individual

professional values. Using innovation as a criterion for evaluating career achievements is not only based on the consideration of the simultaneous development of individuals and enterprises, but also an important basis for the realization of individual career achievements.

Fifth, criterion for balance and coordination. Balancing and coordinating individuals is a meaningful and valuable balance between factors such as work and occupation, personal life, interpersonal relationship and social resources. It can coordinate as a whole and maintain a good relationship with mutual trust and promotion. Balancing and coordinating the relationship between work and life is the ultimate evaluation criterion of career achievement, which runs through the whole process of career development, career growth and career achievement realization.

The above-mentioned career achievement evaluation criteria are not isolated, but cross-cutting and interweaving with each other. Meanwhile, any evaluation criterion of career achievement has its relatively stable system structure and flexible measurement elements, but the importance and influence of measurement elements are different in different career stages and different post levels. Therefore, for employees and enterprises, it is instructive to make their own career planning and improve the organization and management system with the reference to the evaluation criterion system of career achievement.

## ENLIGHTENMENTS

### Breaking the traditional single concept of career achievement evaluation

Every individual have to have a comprehensive understanding of their career and profession to make a right choice that is conducive to their own career development. Any individual will have periodic evaluation criteria for career achievement in different periods of his career. At the early stage of one's career, due to the family responsibility of starting a family and supporting one's family, one will have outstanding needs in economic and material aspects, so he is sensitive to wealth factors. In the middle of his career, his pursuit of career achievement gradually tends to the development space of post, professional status,

social honor and the balance between family and work, so he will pay more attention to post value, family responsibility and social mission. In the late career, the career pursuit in material and status has been improved and promoted, but health has a more significant impact on career achievement due to the influence of age and physical condition. As a result, the evaluation criteria for career achievements are phased, which requires breaking away from the traditional and single evaluation concept of material wealth and other factors, and supplementing it with the development and dynamic criteria for evaluation, such as: psychological peace, physical and mental security, and family happiness.

### Building a diversified organizational support system

Organizational support refers to a series of management service behaviors, such as providing corresponding resources, providing work assistance and implementing performance evaluation for employees in the process of performing their duties, developing their work and realizing their career achievements. The ideal organizational support for employees means that they can get supporting resources with certain advantages, promotion space and attractive remuneration and benefits, thus contributing to the generation of optimistic and confident self-evaluation and identification in career growth, which has a positive role in promoting career achievement. Thus it is clear that the job description should be prepared from the enterprise level, combined with the professional duties and the pursuit of professional values. Tobacco enterprises should pay attention to the construction of employees' post system, make comprehensive investigation and analysis on employees' abilities, skills, professional ideals and individualized development demands, master employees' basic career development expectations, and prepare job descriptions to provide reference for the dynamic and accurate allocation of personnel and posts. By realizing proper and appropriate allocation of personnel and posts, the enterprise will create a positive institutional environment and an ecological system for professional growth by

making the best use of employees' talents and achievements. It is necessary to establish a decision-making mechanism for employees to participate in major issues of the enterprise, open channels for expressing employees' interest demands, and develop and set up career promotion and development channels in a targeted manner, so as to provide path reference and equal opportunities for the career development of employees in enterprises of different types and different post levels.

### **Establishing an incentive salary and welfare system**

Generous remuneration is not only the affirmation of employees' professional ability and work performance, but also the material guarantee for employees to create a better and happy life for themselves and their families. Therefore, tobacco enterprises should provide attractive and different salary and welfare and humanistic care for employees with different job types and different job levels, so as to enhance their recognition of their own job value and their sense of belonging to the enterprise organization. Because the evaluation criteria of career achievement are diverse, it is necessary to meet and meet the differentiated needs of employees in different positions and positions with diversified incentive contents and measures. At the same time, tobacco enterprises of different sizes and types also need to build a differentiated and characteristic salary and welfare system.

### **Providing services conducive to the career growth of employees**

Personalized and customized development services shall be provided for employees according to their stage needs at different positions and levels, such as special ability enhancement training, family & kids care, special holiday condolences, etc., so as to enhance the universality of welfare services, the affordability of welfare content and the universality of audiences. Combining the factors of staff career development planning and diversity of career achievement evaluation criteria, attention shall be paid to the employee career

development satisfaction, family life happiness and social contribution service. Employees in tobacco enterprises should be encouraged to actively participate in social welfare affairs and spread the company's brand reputation. Besides, it is necessary to pay attention to the psychological feelings of employees and create a comfortable working environment for employees; promote and build a positive, free and open corporate culture, provide services and resource support for the professional and personalized career development of employees, and increase the centripetal force and cohesion of enterprises to employees.

The core of exploring the view of career achievement, as an important component of professional values is to study the individual professional value orientation. Due to the fact that the career achievements of employees in enterprises have both the general characteristics of enterprises in other industries and their own particularity, the concept of career achievements of employees in enterprises is a kind of consciousness with individual industries, which needs to be evaluated from subjective and objective standards. The investigation and study of employees' career achievement concept in enterprises can avoid career development from going astray and falling into cognitive blind spots, thus providing scientific guidance for the healthy and smooth development of career development. At the same time, an objective and fair understanding of the concept of career achievement from both the individual development level and the organizational management level will not only help to create a positive corporate culture and a healthy competitive personnel system, but also help to enrich and improve the internal management system and incentives for both enterprises and managers.

### **Author Declaration**

This research is not funded by any organization related to tobacco production.

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