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Self-efficacy and Teamwork Attitude as Predictors of Career Sustainability Among Employees in the Nigerian Health Sector

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Abstract

Career sustainability, a crucial issue within human resources management, has attracted widespread attention in academics globally due to its link with various factors, including individual characteristics and workplace dynamics. Research has identified that personal traits, and organisational factors significantly shape an individual's career trajectory. According to the literature, developing self-efficacy and teamwork skills can impact career growth and sustainability, especially when individuals confidently perform their job responsibilities and work collaboratively with others. This study investigates how self-efficacy and teamwork influence career sustainability in Nigeria's health sector. Based on the social cognition career theory, the study analyzed data from 292 nurses from a tertiary hospital in southwest Nigeria. A regression analysis was conducted using SmartPLS to test the study's hypotheses. The study found that self-efficacy and teamwork had a significant and positive causal relationship with the career sustainability of the sampled employees. The study findings provide insight into how managers and employee stakeholders might improve career sustainability by enhancing self-efficacy and encouraging teamwork among employees. To maintain a stable career, this study recommends that employees focus on working effectively in a team and building self-confidence.

Keywords: *Career sustainability, health sector, self-efficacy, teamwork, social cognitive career theory,*

Introduction

The world of work is ever-changing, offering both challenges and opportunities, with technology and competition exerting significant influences on career decisions. Career sustainability is gaining traction globally due to factors such as 4IR technologies, increased labour mobility, climate change issues, and the changing nature of skills required for employment in the 21st century. It encompasses diverse career experiences and has three critical dimensions: person, context, and time (De Vos et al., 2020; van den Groenendaal et al., 2022; Kossek & Ollier-Malaterre, 2020; Richardson & McKenna, 2020). While research is still in its early stages, there is progress in understanding the relationship between career sustainability and factors related to individual and organisational issues (De Vos et al., 2020). The existing literature on career development suggests that individuals' beliefs and abilities, socioeconomic factors, and institutional environments are crucial factors that can significantly impact employees' career trajectories and experiences (Edwards & Steins, 1999). Studies have shown that individuals with a strong sense of self-belief, resilience, and collaborative mindset are more likely to succeed in their careers (Richards, 2019; Wikhamn, 2019).

Within the career management literature, studies have identified essential elements to help individual employees build a sustainable career. These elements involve developing a deep understanding of one's profession (De Vos et al., 2017), actively participating in skill-building activities within the organisation (Moreira et al., 2020), having access to resources and employment opportunities (Berntson et al., 2006), and engaging in continuous on-the-job learning (Van der Heijden et al., 2016). Research has shown that self-efficacy has been critical in job satisfaction and career choices in recent years. The social cognitive theory (Bandura, 2000; Rathidevi & Sudhakaran, 2019) also lays credence to the above assertion, as individuals' beliefs about their ability to motivate, utilize their cognitive resources, and develop effective strategies to handle various situations can lead to career fulfillment. As a regulatory process, self-efficacy enables individuals to develop career-related behaviour, enhancing their career aspirations and ultimately leading to positive outcomes. Accordingly, this might greatly influence an individual's intention to stay or seek change in employment over time (Udayar et al., 2020).

Similarly, the literature has highlighted the importance of teamwork and team cohesiveness in sustaining one's career. Effective teamwork is essential for global workforce competence, and organisations have begun to appreciate the significance of cross-functional teams for successful collaboration during product development and specific projects (Deloitte Insights, 2019). For

instance, in the health sector, teamwork is a critical aspect that occurs throughout the continuum of medical care. Healthcare professionals collaborate with patients and their families to identify the correct diagnosis and determine the best course of treatment (Committee on Diagnostic Error in Health Care et al., 2015). In today's specialized and ever-changing work environments, interprofessional collaboration and teamwork are vital for career success (Schmutz et al., 2015). When collaboration breaks down, employees may feel that their career development is hindered, resulting in dissatisfaction, thus increasing the turnover intention.

Recent research has shown that sustainable human resources management practices, such as teamwork and professional learning, positively impact career sustainability worldwide (Cosgrove, 2018; Fitriani, 2020). Moreover, several studies have emphasized the role of self-efficacy in achieving career success for individuals (Rossier et al., 2021; Udayar et al., 2020). However, there is a gap in knowledge regarding the relationship between self-efficacy, teamwork, and career sustainability in the Nigerian context, especially within the health sector. It is crucial to empirically investigate whether self-efficacy and teamwork attitude positively impact career sustainability, as seen in studies conducted elsewhere. Hence, the current study explores the relationship between self-efficacy, teamwork, and career sustainability within the Nigerian health sector.

Literature Review and Hypothesis Development.

Career Sustainability

Career sustainability is an important aspect of a fulfilling professional life that requires consistency in various societal domains. The concept emphasizes individual initiative, as explained by De Vos and Van der Heijden (2017). De Vos et al. (2020) have identified three essential elements that define career sustainability: good health, happiness, and productivity. To have a sustainable career, it is crucial to consider three key dimensions: the individual, the context, and time (Rathidevi & Sudhakaran, 2019). Understanding how personal actions and interpretations of experiences can affect career sustainability is important. The literature on career management mainly focuses on the individual perspective, and personal actions that influence career transitions and encounters are essential to career sustainability (Wang & Wanberg, 2017). As the owners of their careers, individuals can positively impact their career trajectory and increase sustainability by taking proactive steps (Udayar et al., 2020). They can make choices that align with their interests, negotiate for a promotion, or pursue additional training, increasing their chances of achieving their career goals.

Achieving career sustainability is a multifaceted issue that demands a comprehensive examination of various aspects, such as the individual, context, and time. Research conducted by Akkermans and Tims (2017), Hirschi et al. (2015), Van der Heijden and De Vos (2015), and Wang and Wanberg (2017) have emphasized the importance of considering these dimensions. Of these, the individual dimension is particularly critical. To ensure sustainable careers, it is essential to comprehend how an individual's actions and interpretations of experiences can impact the longevity of their career. The psychological literature on careers mainly focuses on the individual perspective, as career management is primarily influenced by an individual's activities and decisions (Richards, 2019). Individuals are key players in ensuring their career sustainability, as reported by Wang and Wanberg (2017). However, to achieve these goals, employees must learn to adapt to career events while considering the context and time, as Moreira et al. (2020) and Richards (2019) emphasized.

Underpinning Theory

This study is based on the Social Cognition Career Theory (SCCT), which emphasizes the role of self-efficacy in career success. SCCT proposes a continuous interplay between personal characteristics, actions, and environmental influences on human behaviour. It examines the relationship between self-efficacy, expected outcomes, and personal goals that shape a person's career path. Lent et al. (1994) suggest that career development depends on crucial factors, including self-efficacy beliefs, career goals, and outcome expectations. A person's career path is shaped by their values, which are influenced by accomplishments, vicarious learning, social persuasion, collaborations, and physiological states and reactions. Ultimately, people tend to establish goals requiring continuous involvement in a career that promotes learning and social persuasion. Career sustainability is critical for individuals and organisations in the current job market. To achieve this goal, the SCCT model outlines four necessary steps, including developing interests, making career-relevant choices, acting, and achieving varying levels of career performance. Several authors have used this model to create theoretical frameworks for measuring career sustainability by focusing on individual abilities, organisational support, managerial competencies, and person-environment fit as four key factors (Dinh et al., 2019; Paul et al., 2023; Rathidevi & Sudhakaran, 2019). Research suggests that self-efficacy and effective teamwork are essential components that contribute significantly to career accomplishments (Dinh et al., 2019). Therefore, it is highly recommended to consider these factors when assessing employees' potential for career sustainability and making informed decisions to support their career growth. Following the social cognitive career theory,

individual ability (i.e., self-efficacy) and organisational support, such as collaboration (i.e., teamwork), are selected as the basis for this study's conceptual model in investigating career sustainability.

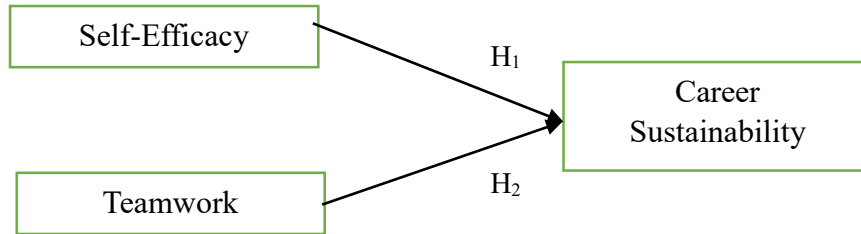


Figure 1: Conceptual Model

Self-Efficacy and Career Sustainability

In the career development literature, Bandura's (1977) theoretical framework emphasizes the pivotal role of self-efficacy. Self-efficacy refers to an individual's confidence in their ability to accomplish a task and achieve the desired outcome (Bandura, 1997; Hamzah et al., 2021). It is a psychological construct that pertains to an individual's belief in their capability to perform a specific task or attain a particular goal (Bandura, 1997). According to Siu et al. (2014), individuals who exhibit high levels of self-efficacy are more likely to embrace challenging tasks, put in additional effort, and persist in the face of setbacks, resulting in greater success and accomplishment. Research has shown that self-efficacy is closely associated with other psychological constructs such as resilience, optimism, and self-esteem (Kim & Park, 2017; Mondo et al., 2022). Individuals who possess a higher level of career self-efficacy tend to have a longer career span. Employees with high levels of self-efficacy approach new situations with confidence and a positive mindset, which helps them cope better with stress and uncertainty (Hamzah et al., 2021). Such employees are also more likely to set challenging goals and work diligently towards achieving those objectives (Kim & Park, 2017). This, in turn, can increase personal satisfaction, happiness, and overall well-being in their careers (Richards, 2019).

Self-efficacy is crucial to personal growth and development, influencing how individuals approach challenges and pursue their goals. Engaging in continuous career exploration and acquiring knowledge about different job roles can significantly benefit individuals in their professional careers (Wikhamn, 2019). By understanding the requirements of various occupations, individuals can make informed decisions about their career path based on their interests, skills, and personal preferences (Chien et al., 2020). This acquired knowledge can enhance their self-assurance and enable them to prioritize their career goals and devise a

strategic plan for their future. Many studies have reported a positive impact of self-efficacy on various aspects of organisations. It has been found that self-efficacy is positively correlated with job satisfaction (Buric & Kim, 2021; Udemba, 2021), organisational commitment (Nan et al., 2021), motivation (Chien et al., 2020), and job performance (Okoye, 2021). However, there is limited focus on exploring the relationship between self-efficacy and career sustainability in the healthcare sector, especially in Nigeria. The present study assumes that self-efficacy positively impacts various individual and organisational factors such as motivation, employee commitment, engagement, and job performance. Therefore, it is necessary to investigate its causal relationship with career development. The study, therefore, proposes to explore how self-efficacy influences career sustainability:

H1: A positive and significant relationship exists between self-efficacy and career sustainability.

Teamwork and Career Sustainability

Collaborating with others can be a powerful tool to achieve greater success together. By working together, individuals and teams can promote responsible and informed decision-making while fostering a sense of accountability and investment among team members. This collective effort can lead to greater accomplishments, creating a supportive and uplifting atmosphere that cultivates personal development, contentment, and prosperity, ultimately resulting in successful careers. Based on the research conducted by Deloitte Insights (2019), teamwork is a persistent global workforce trend and a crucial element of success across numerous industries, including healthcare. Teamwork is an essential aspect of any organisation's process. The need for specialized expertise drives it since individuals with diverse skill sets can provide valuable insights and perspectives to a project. The constantly changing work environment requires a flexible and adaptable approach to problem-solving, which is best achieved through collaboration. According to the literature, the complexity of modern problems in many industries often necessitates a cross-disciplinary approach, where experts from different fields can work together to identify innovative solutions. (Gratton & Erickson, 2007; Dinh et al., 2019)

Teamwork is an essential ingredient for individual and organisational success, as proven by multiple studies. It not only helps individuals to grow and develop but also contributes to the overall success of an organisation (Adegbite & Bawalla, 2023). The research by Hoegl and Gemuenden (2001) suggests that team diversity can lead to more creativity and innovation. To

enhance team performance, Manser (2009) emphasizes the significance of clear roles and responsibilities, while Kozlowski and Bell (2013) stress the need for shared mental models and continuous learning. In healthcare, teamwork enables nurses to share their professional experiences, learn from each other, and improve patient outcomes (Kammer et al., 2023). Employee collaboration can increase happiness and job satisfaction, resulting in a fulfilling career. Working effectively as a team also promotes clear communication, which is highly valued by employees and can encourage active participation and engagement in all aspects of their work. Based on these arguments, it is suggested that:

H2. A positive and significant relationship exists between teamwork and career sustainability.

Methodology

Study Design, Sample, and Procedures

This study explored the connection between self-efficacy (SEF), teamwork (TW), and career sustainability (CAS) in Nigeria. The study was conducted using a cross-sectional survey, and the participants were female nurses from a tertiary healthcare facility in Southwest Nigeria. The study used a non-probability sampling technique to collect data through a structured online questionnaire. The construct with the highest number of indicators was used to determine the minimum sample size, as recommended in the literature (Kline, 2015). In this study, career sustainability (CAS) and self-efficacy have ten indicators, while teamwork has only six. Therefore, the highest indicator in this study is ten (10). According to Kline (2015), the construct with the highest indicator must have at least ten cases. Hence, ten indicators were utilized to determine the minimum sample size ($10 \times 10 = 100$). Using this technique, the minimum sample size for this study should be 100. This means the minimum sample size for this study is ten times the inner or outer model linkages pointing to the latent variable in the model. However, 315 responses were received, of which 292 are valid for analysis, thus sufficient as a sample to further the study.

Variable Measurement

For this study, various measuring instruments from different sources and references were consulted and adapted to fit the specific needs of this research. To develop the instrument, previous research conducted by Beatrice et al. (2010), Miyuki & Sachiko (2011), Schwarzer et al. (1997), and Sigrid et al. (2015) served as the foundation for questionnaire development. A total of 26 items were developed to examine the three constructs. A five-point Likert scale was used to assess responses about teamwork and career sustainability. The scale ranged from 1 to 5, where 1 indicated the lowest level of agreement with the statement (such as "Never" or

"Strongly disagree"), and 5 represented the highest level of agreement (such as "Always" or "Strongly agree"). A four-point Likert scale that ranged from "Not at all true" to "Exactly true" was used for self-efficacy items. The first part of the survey collected background information such as gender, age, educational qualification, and work experience. The second part evaluated the participant's perception of career sustainability, teamwork, and self-efficacy, and the participant was further subjected to reliability and validity tests before the hypotheses were tested.

Data Analysis

This study utilized SmartPLS4 through the partial least square technique for data analysis and testing of the conceptual model. This approach was used because of its vast application and acceptability in management-related fields (Hair et al., 2016). A two-stage regression analysis was conducted to establish the causal relationship between exogenous and endogenous variables. First, a confirmatory factor analysis was conducted to establish the measures' global fit indices (reliability and validity) to confirm that both the model and item's construct are qualified to test the hypotheses. After the model has been adjudged as being fit, a bootstrapped regression analysis was conducted, testing the research hypotheses through the path coefficient, t-statistics, p-value, and the R square.

Result

Table 1: Respondent's Basic Information

| Items | | Percentage (%) (n=292) |
|----------------------------------|-------------------------------------|------------------------|
| Marital Status | Married | 89.4 |
| | Unmarried | 10.6 |
| Age | 20 -25 | 4.5 |
| | 26 -30 | 8.2 |
| | 31 -35 | 30.5 |
| | 36 – 40 | 20.9 |
| | 41 – 45 | 18.8 |
| | 46 – 50 | 7.9 |
| | Above 50 | 9.2 |
| Educational Qualification | General nursing certificate | 17.5 |
| | Bachelor's degree in nursing | 72.3 |
| | Postgraduate certificate in nursing | 10.3 |
| Experience | 1-5 years | 14.0 |
| | 6-10 years | 29.8 |
| | 11-15 years | 29.1 |
| | 16-20 years | 14.4 |
| | Above 20 years | 12.7 |

Model Fitness and Evaluation

Confirmatory factor analysis was employed to assess the constructs' internal consistency, accuracy, and validity. This allows for the evaluation of the measurement model and ensures its accuracy and reliability before hypothesis testing.

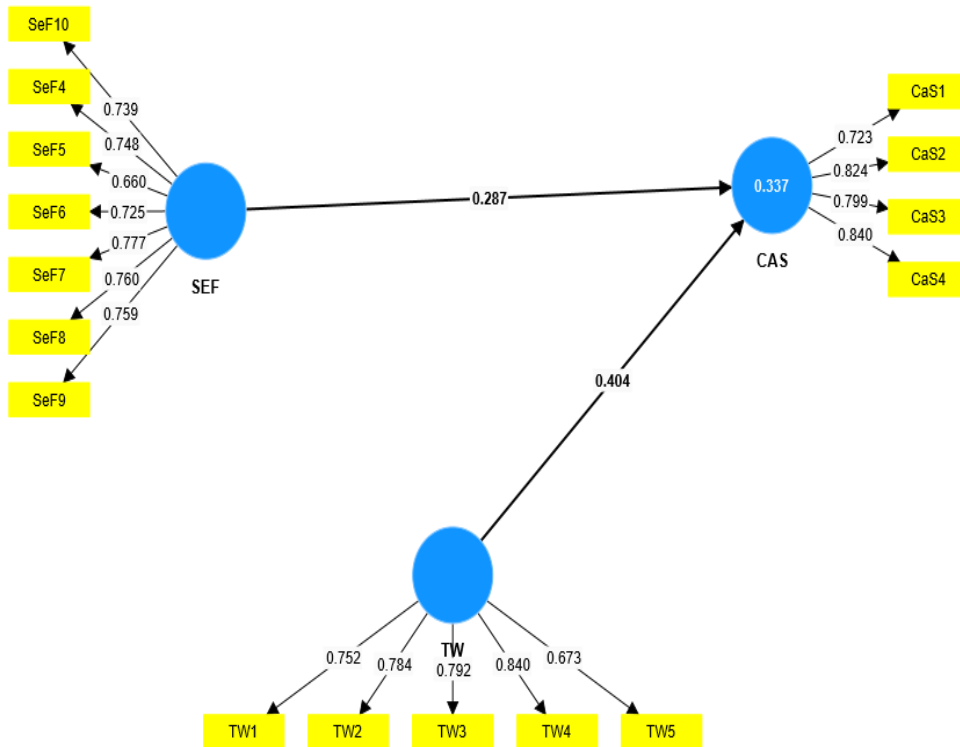


Figure 2: Evaluation of Regression Model

To ensure the accuracy of the hypotheses, a rigorous two-stage assessment was conducted to eliminate any unreliable items from the model. The model's validity and reliability were thoroughly evaluated using standardized factor loading, Cronbach alpha, composite reliability index, average variance, and hetero-trait mono-trait ratio. Upon initial analysis using the confirmatory factor analysis (CFA), it became apparent that certain items did not meet the standardized fit indices and, therefore, had to be removed. The model was then re-evaluated, removing CaS5, CaS6, CaS7, CaS8, CaS9, and CaS10 for career sustainability. At the same time, three indicators, SeF1, SeF2, and SeF3, were eliminated from the self-efficacy scale for not meeting the measurement criteria. However, all teamwork-related items were retained in the model as they met the fitness criteria.

The standardized range of factor loadings from the revalidated model was between 0.673 to 0.840. This indicates that the measurement items were reliable, as the values exceeded the recommended 0.50 cut-off (Hair et al., 2016). In other words, the factor loadings were strong, suggesting that the variables sufficiently explained the underlying construct. The internal consistency was satisfactory, as all values exceeded the recommended cut-off of 0.70

(Hair et al., 2022), ranging from 0.816 to 0.871. Composite reliability is a way of assessing the consistency of the latent constructs. It measures to what extent the items that make up a construct are measuring the same thing. The higher the composite reliability, the more reliable the measurement of the construct. The Cronbach alpha values measure the reliability of the variables, ranging from 0.809 to 0.863. The values exceeded the cut-off point of 0.70 (Kline, 2015), indicating that the latent constructs are reliable and internally consistent. The AVE values in Table 2 range from 0.546 to 0.636. The AVE assesses convergent validity, which measures how well the items in a scale or construct measure the same thing. The above results indicate good convergent validity as they exceed the cut-off of 0.50 (Fornell & Larcker, 1981; Kock, 2014).

Table 2: Summary of Confirmatory Factor Analysis

| Manifest Variable | Standardized Factor Loading | Cronbach Alpha | Composite Reliability Index | Average Variance Extracted |
|------------------------------|------------------------------------|-----------------------|------------------------------------|-----------------------------------|
| Career Sustainability | | 0.809 | 0.816 | 0.636 |
| CAS1 | 0.723 | | | |
| CAS2 | 0.824 | | | |
| CAS3 | 0.799 | | | |
| CAS4 | 0.840 | | | |
| Self-Efficacy | | 0.863 | 0.871 | 0.546 |
| SEF10 | 0.739 | | | |
| SEF4 | 0.748 | | | |
| SEF5 | 0.660 | | | |
| SEF6 | 0.725 | | | |
| SEF7 | 0.777 | | | |
| SEF8 | 0.760 | | | |
| SEF9 | 0.759 | | | |
| Teamwork | | 0.827 | 0.832 | 0.593 |
| TW1 | 0.752 | | | |
| TW2 | 0.784 | | | |
| TW3 | 0.792 | | | |
| TW4 | 0.840 | | | |
| TW5 | 0.673 | | | |

The Heterotrait-Monotrait ratio (HTMT) measure was used to test the discriminant validity of the model and check for potential autocorrelation problems. As displayed in Table 3, all coefficients obtained from this analysis were below the 0.85 threshold set by Ayanwale

et al. (2023a) and Henseler et al. (2016). The analysis results confirm that the underlying variables are different from each other and not excessively related. This demonstrates that they are distinct and valid. The assessment model was reliable and showed that the underlying variables converged. Additionally, the analysis confirmed that the variables are internally consistent and provided evidence that they are distinct. The results suggest that the measured items have successfully captured the intended constructs without significant overlap or interlinkage with other variables within the study model.

Table 3: Discriminant Validity – Heterotrait-Monotrait Ratio

| Constructs | CAS | SEF | TW |
|------------|-------|-------|----|
| CAS | - | - | - |
| SEF | 0.528 | - | - |
| TW | 0.621 | 0.474 | - |

CAS= Career Sustainability, SEF= Self-Efficacy, TW= Teamwork

Test of Hypotheses

After conducting confirmatory factor analysis (CFA), the variables were valid and reliable in measuring the path coefficient and significance level within the specified model, making them suitable for hypothesis testing. This study utilized the SmartPLS regression analysis technique to test two hypotheses, both supported by the findings. Table 4 displays the coefficient from the regression analysis, showing the standardized values for each hypothesis. The goodness of fit of the model, the level of variation in the dependent variable explained by the independent variables, and whether the independent variables are significantly related to the dependent variable are established through the following measures: ANOVA p-value = 0.00 (<0.05) and F-value = 0.00 (<0.05), indicating significant relationships between the variables. The mean square of the regression (886.965) is higher than the mean square of the error (23.334), suggesting that the independent variables can explain a significant portion of the dependent variable. Additionally, the Durbin-Watson test value = 2.02, indicating no autocorrelation, and the variance inflation factor (VIF) factor from the regression analysis (self-efficacy=1.191, and teamwork=1.191) shows the absence of multicollinearity among the variables. According to Kock's (2014) standards, these indices demonstrate that the model is a good fit for the data.

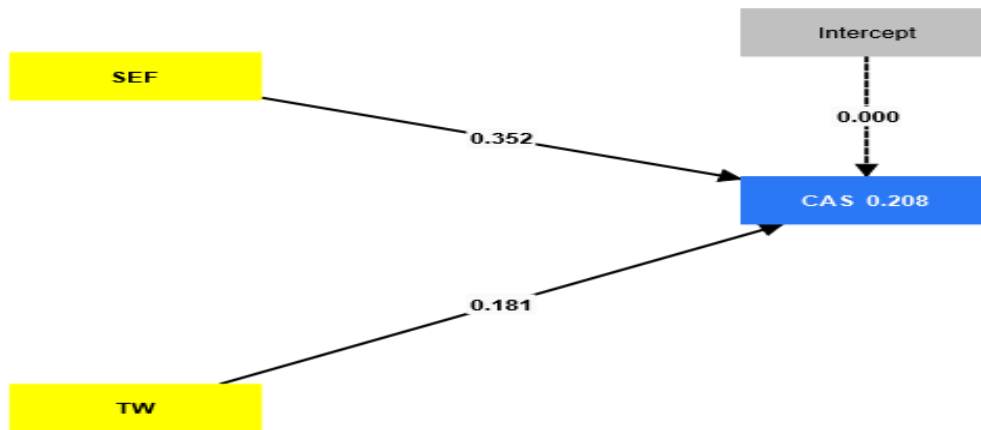


Figure 3: Regression Model

As depicted in Figure 3, the regression analysis results showcase the path coefficients and the R^2 value. The R^2 value represents the percentage of variance explained by the independent variables in the regression model. As the literature recommends, an R^2 value of 0.26 indicates substantial explanatory power, while an R^2 value of 0.13 is moderate, and 0.03 suggests weak explanatory power (Adelana et al., 2023; Cohen, 1998)). Consequently, a higher R^2 value is a positive sign, implying that the independent variables largely accounted for and predicted the relationship tested in the study. This study's R^2 value was 0.208, indicating a moderate yet strong variance explained. This insight provides a glimpse into the role of self-efficacy and teamwork in accounting for career sustainability in the regression model. Furthermore, significant findings emerged concerning the relationship between self-efficacy, teamwork, and career sustainability, as demonstrated in Figure 3 and Table 4.

Findings from the regression supported the first hypothesis (H1). The hypothesis states a positive and significant correlation between self-efficacy and career sustainability. The data obtained from the model further confirms this hypothesis, with a coefficient of 0.352, a t-value of 6.167, and a statistically significant p-value of 0.000. These results suggest that individuals with higher levels of self-efficacy are more likely to have sustainable careers. Hypothesis two (H2) also shows a positive and statistically significant relationship between teamwork and career sustainability. This means that employees working together will likely experience long-term career success. The beta coefficient (β) for this hypothesis is 0.181, which indicates a moderate positive relationship between teamwork and career sustainability. The t-value for this hypothesis is 3.174, with a p-value of 0.001, which suggests that the relationship between teamwork and career sustainability is significant. In other words, the results of this study show that all employees are aware of the benefits of teamwork in promoting their long-term career growth and success.

Table 4: Hypotheses Testing – Summary of Regression Model

| Hypothesis | Paths | β | Std. Dev. | T - Statistics | 5% | 95% | P-Value | Remark |
|------------|------------|---------|-----------|----------------|-------|-------|---------|--------|
| H1 | SEF -> CAS | 0.352 | 0.066 | 6.167 | 0.296 | 0.512 | 0.000 | Accept |
| H2 | TW -> CAS | 0.181 | 0.093 | 3.174 | 0.141 | 0.447 | 0.001 | Accept |

Discussion of Findings

This study establishes a correlation between self-efficacy, teamwork, and career sustainability. The study put forth two hypotheses, H1 and H2, which suggest a positive link between these three factors. Most studies examining career sustainability factors are qualitative and conducted from an individual perspective (Herman & Lewis, 2012). However, few studies have explored the antecedents of career sustainability in an organisational context (Tordera et al., 2020); the current study considers individual characteristics and the organisational context as crucial factors for career sustainability. According to this study's findings, evidence emphasizes the significance of the interplay between self-efficacy (individual cognitive capability characteristics) and teamwork (organisational characteristics) in determining career sustainability. Furthermore, this study has identified the antecedent variables of career sustainability at both individual and organisational levels. Also, the findings have confirmed Bandura's (2000) theoretical inferences regarding the antecedent variables of career sustainability, particularly the cognitive and social cohesion assumption of the social cognition career theory.

The regression analysis results have confirmed the validity of previous research that highlights self-efficacy as an essential factor in fostering a satisfying career. Interestingly, the study also found that the results align with other studies conducted by Guan et al. (2016), Hirschi et al. (2015), and Kim et al. (2015), establishing a positive association between employees' self-efficacy, occupational efficacy, individual self-efficacy and career achievement, and longevity. The study's findings support the existing research suggesting that self-efficacy is crucial in promoting career sustainability. According to Bandura (2000), self-efficacy is a general characteristic that can be applied to an individual's career. The results of the current study support this, indicating that individuals with high self-efficacy tend to make more confident career decisions. Moreover, the study suggests that higher self-efficacy can improve decision-making processes and empower employees to set career goals. A higher level of self-efficacy can lead to better career decisions, including a reduced likelihood of turnover intention.

Over the years, studies have consistently shown that team collaboration can play a crucial role in promoting job longevity by enhancing team dynamics, cohesiveness, and overall career sustainability. This current study has also yielded similar results, highlighting the significant positive influence of teamwork on the perceived career sustainability of employees. Working together as a team can have several benefits for employees. By exchanging professional insights and ideas, they can improve their morale, job satisfaction, and overall engagement in their career (Kozlowski & Bell, 2013; Kammer et al., 2023). This can lead to a more positive work environment and increased productivity, resulting in better outcomes. Teamwork is also essential for clear communication (Dayan & Di Benedetto, 2010), which can help avoid misunderstandings and errors that can negatively impact performance, especially in the healthcare sector. By regularly communicating with each other, team members can ensure that everyone is on the same page and that everyone's contributions are valued and integrated into the team's decision-making process. Moreover, working collaboratively allows employees to share their knowledge, skills, and experiences. This can lead to better decision-making, as different perspectives are considered, and a more diverse range of ideas are considered.

Conclusion and Recommendation

The research has found a significant connection between an individual's self-efficacy, teamwork, and career sustainability. Self-efficacy, which refers to an employee's confidence in their ability to accomplish tasks, plays a crucial role in an individual's ability to sustain their career, particularly in a team-based environment. The study highlights that an employee's level of efficacy and teamwork are critical to their career sustainability since self-efficacy drives learning, collaboration, and cohesiveness within a team, leading to career success. Organisations striving to enhance employee retention and better career sustainability for their employees must emphasize and promote the development of their employees' self-efficacy and foster team cohesiveness. Providing opportunities for training and skill development and encouraging collaboration and communication among team members is recommended to help achieve better career sustainability. By doing so, organisations can enhance employee confidence in their abilities and increase their sense of belonging, enabling them to work more effectively as a team, ultimately leading to career success and sustainability.

Limitations and Future Work

This study was carried out in a southwestern state of the country, and it is important to recognize that the conclusions and results obtained may not be generalizable to other regions or states. However, the findings can serve as a helpful guide for conducting a more extensive study with a broader scope. It is essential to bear this limitation in mind when interpreting the results. It is important to note that this study's focus on career sustainability among female health professionals, therefore, may not provide comprehensive information on the factors affecting career sustainability, given its limited sample size, reliance on self-reported data, and gender perspective. Moreover, the study did not consider the viewpoints of other key players in the healthcare sector, such as policymakers, physicians, and doctors. Therefore, further research is necessary to gain a more complete understanding of this issue. Despite these limitations, this study offers valuable insights into the factors affecting career sustainability in Nigeria. Future research should address these limitations by adopting a more expansive approach, including a larger sample size, and gathering insights from a more diverse range of stakeholders in the healthcare industry. Doing so can provide a more comprehensive understanding of the various factors that impact career sustainability in this context.

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