

## **The Effect of Socialization Tactics on Career Success and Satisfaction: A Longitudinal Study**

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### **Abstract**

94 Australian business graduates completed measures of perceived socialization tactics during their initial few months in their first job after graduation. Three years later in the same firms, they completed a measure of career satisfaction, and indicated how much their salary had grown and how many promotions they had received over this period. Perceived individualized tactics were significantly positively related to career satisfaction, whilst perceived institutionalized tactics were related to either salary growth or promotions received. Implications of these findings for the socialization of manager are discussed.

*Keywords:* Socialization Tactics, Career Success, Career Satisfaction, Longitudinal Study.