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## Abstract

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This study aimed to explore Blau's (1989) Career Commitment Scale, Greenhaus' (1971) Career Salience Scale, Kanungo's (1982) Job Involvement Questionnaire and how each of these outdated instruments may confound the concepts of career commitment, career salience, and job involvement.

A thorough analysis of the literature pertaining to these concepts was conducted in line with the definition of a career and how it has evolved over the years. Blau's (1989) Career Commitment Scale, Greenhaus' (1971) Career Salience Scale, and Kanungo's (1982) Job Involvement Questionnaire were all administered to a sample of 145 full-time store level employees at a large retail organisation in the Gauteng region. After conducting correlations, partial correlations, and a factor analysis, the results from this study identified that there is a need for revising the three scales under investigation as the correlations found evidence to suggest convergence whilst the factor analysis discovered a lack of discriminant validity amongst the three instruments.

Having discussed these results, the implications for this work were mentioned, both theoretically and practically. Limitations of the study were acknowledged and future research directions were suggested.