

<b>List of Figures</b>	
Figure 2.3.1 Proposed Model for Phase 1	88
Figure 2.3.2 Proposed Model for Phase 2	89
Figure 3.1 parallel multiple mediation models depicting direct and indirect effect of career planning on work engagement through five mediators for group1.	105
Figure 3.2 parallel multiple mediation model depicting direct and indirect effect of career planning on work engagement through five mediators for group2.	106
Figure 3.3 parallel multiple mediation model depicting direct and indirect effect of career planning on happiness through five mediators for group1.	110
Figure 3.4 parallel multiple mediation model depicting direct and indirect effect of career planning on happiness through five mediators for group2.	112
Figure 3.5 parallel multiple mediation model depicting direct and indirect effect of career planning on career satisfaction through five mediators for group1.	114
Figure 3.6 parallel multiple mediation model depicting direct and indirect effect of career planning on career satisfaction through five mediators for group2.	116