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**INVITING YOU TO THE
JINDAL GLOBAL BUSINESS SCHOOL**

FUELLING SUSTAINABLE CAREERS THROUGH SUPERVISOR SUPPORT

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Prof. Namrata Nigam is an Assistant Professor at Jindal Global Business School (JGBS), O.P. Jindal Global University. Her research centers on sustainable careers and HR practices, with a particular interest in employee well-being and the evolving role of HR in shaping long-term career outcomes. Namrata holds a Fellow Program in Management (FPM) in Human Resource Management from XLRI - Xavier School of Management, Jamshedpur. Her work has been published in reputed journals and presented at leading international conferences, including EURAM, BAM, and INDAM. She teaches core and elective BBA and MBA courses in HRM and Organisational Behaviour, and has contributed to consulting and executive education programs for organizations such as NTPC, HPCL, and Power Grid Corporation.

Career sustainability has emerged as a central concern in human resource management research, yet the mechanisms through which organizational resources translate into sustained employee health, happiness, and productivity remain empirically underexplored. Supervisors, as organizational agents, serve as gatekeepers to critical career resources, making their support a pivotal determinant of employees' career sustainability. Drawing on Conservation of Resources theory, this study examines how supervisor support for career development fosters career sustainability through the mediating role of person-career fit, and how career ambition moderates this indirect effect. Data were collected from full-time employees, and the proposed moderated mediation framework was tested using structural equation modelling. Supervisor support for career development positively predicted person-career fit, which in turn was significantly associated with all three indicators of career sustainability—health, happiness, and productivity. Person-career fit emerged as a significant mediator of the supervisor support–career sustainability relationship. Moderated mediation analysis further revealed that this indirect effect was significantly stronger for employees with higher career ambition. The study advances career sustainability research by establishing person-career fit as a critical resource-based mechanism linking supervisor support to sustainable career outcomes. Practically, the findings underscore the importance of investing in developmental supervisory practices and organizational career support initiatives as levers for cultivating long-term employee career sustainability.

MODERATOR: PROF. TANVIKA KALRA, LECTURER, JINDAL GLOBAL BUSINESS SCHOOL



FRIDAY, 4 SEPTEMBER 2026



**11:00 AM to
12:00 PM IST**

MEETING LINK: <https://zoom.us/meeting/register/H8YF36XNQ0-g1XKKJEHqHQ>