

Career Professionalism and Its Path Toward Job Promotion and Financial Freedom

Study Sample of University Professors of the Faculty of Economic, Commercial Sciences and Management Sciences

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Abstract

The study aims to show orientation path of career professionalism among Algeria universities professors of Faculty of Economic, Commercial Sciences and Management Sciences, and has been used questionnaire as tool for collecting data through its containing on dimensions fundamental of professionalism career: excellence of performance, network of relationships and financial management, to determine extent of its impact on path of professionalism career by orientation toward choosing path of job promotion or path of financial freedom. Using modelling of structural equations through SmartPLS4 program, the study concluded to the existence of a strong positive relationship between professionalism career and job promotion path, while the relationship between professionalism career and financial freedom path was moderate to strong. **Keywords:** career professionalism, university professors, job promotion, financial freedom.

Jel Classification Codes: J22; D02.

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I. INTRODUCTION

The human resource, regardless of his behaviour, lifestyle and sources of income, seeks to achieve financial independence, following many methods, either by resorting to employment or self-employment according to material capabilities and mental abilities. During his life he passes through many stages, acquiring qualifications from academic education, experience, and dealing within the context of human capital during years of work, which the person makes able to acquire information from various sources, study, analyse it, and make decisions serving his interests and his institution.

When we specify the human resource as the university professor, we find him affected through his presence at work by its pros and cons directly or indirectly, except that he manages to refine his skills despite the administrative routine and job laws being the main negatives affecting all employees; the university professor may be relatively affected by these, as he is a researcher always striving to improve his skills, either voluntarily or due to rapid environmental changes, benefiting from the advantages linked with the occupied position such as training outside the country from time to time.

Also, the university professor in the Faculty of Economic, Commercial Sciences and Management, possesses all the basic knowledge linked with market mechanisms—how to influence and be influenced by forces, determine products, services, and target categories in local and global markets, principles of traditional and electronic marketing, distribution networks, supply chains, necessary accounting principles, ability to study and evaluate projects. From all this knowledge, they have the ability to study the reciprocal relationship between return and risk, enabling them to adopt the style of achieving financial freedom.

Problem Statement

We start from the vision that university professors, especially in economic sciences, can achieve financial freedom by following several directions, having knowledge, experience, qualifications, a communication network, and forming specialized teams. Thus, we try to answer the following question:

How does career professionalism affect orientation to job promotion or financial freedom path?

Main question leads to the following sub-questions:

- Can the human resource (university professor) achieve financial independence by holding onto and raising the job?

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- Can the human resource (university professor) achieve financial freedom by leaving the job and moving to self-employment?
 - Can the human resource (university professor) create a balance between job and self-employment?

Importance and Goals

The importance of the study is shown in the selected paths of Algerian university professors, specifically in economic sciences, toward job promotion or financial freedom via professionalism dimensions: performance excellence, relationships, financial management. Study goals:

- Knowing how the university professor employs various skills to draw the path to financial stability.
- Confirming that career professionalism opens for Algerian professors horizons of excellence in opportunities brought by the environment for job promotion.
- Analysing professionalism dimensions to determine if they help reach financial freedom.

Previous Studies

1. (Iskamto, 2022):

Aimed to determine the impact of professional development on employee professionalism. Using SPSS26, the study found professional development has significant impact—coefficient of determination 0.782 (78.2%) for professionalism, with 21.8% affected by other variables.

2. (Sambharakeshna & Wulandari, 2025):

Aimed to discover the role of Islamic spirituality and financial freedom in personal financial management. Combining Islamic spiritual values with financial strategies to achieve well-being, using quantitative methods with Muslim entrepreneurs, found spirituality influences financial management, financial freedom positively affects quality, and integration can enhance management capabilities.

3. (Sambharakeshna & Wulandari, 2025):

Aimed to identify factors affecting personal financial management for tourism business actors: financial behaviour, spiritual intelligence, financial knowledge, financial freedom; used stratified sampling and regression, found these dimensions have strong, positive effect.

1. Theoretical Framework

1.1. Career Professionalism

/ **Professionalism** means expecting the employee possesses specific knowledge used to make sound judgments, through commitment to work standards, respect for laws, ethical professional behaviour, and a sense of responsibility. (Creasy, 2015, p. 22)

/ **Professional employee:** applies knowledge and techniques acquired via training and experience, with ethics, high autonomy and prestige, carrying these traits (Taylor and Francis):

- Exclusive, ongoing expertise and knowledge
- Ability to diagnose problems and propose alternative solutions
- Public interest and ethical behavior

Job professionalism reflects a human resource's ability to gain trust, respect, good reputation, and social standing, by possessing distinct skills and competencies, limited in this research to three dimensions:

1. **Excellence in Performance** (Dagilye & Coe)

Focuses deeply on knowledge, skills, values, attitudes that can be developed via higher education and on-the-job training, instead of organizing knowledge through professional bodies.

2. **Network of Relationships**

Building client networks by distinguishing work from private life, where the professional shows integrity, controls emotions, makes sound decisions, builds a good work reputation helping progress toward promotions and opportunities. (Importance of Professionalism)

Relationships provide learning, sharing experiences, acquiring future perspectives, interaction with entrepreneurship and social platforms, participation in forums—building a supportive network opens new horizons and collaborations, allowing professionals to cooperate, share their vision and value, creating a committed community for mutual success and contributing to the vitality and growth of local business environments. (Portia Promotions, 2025)

3. **Financial Management**

Fundamental for achieving financial freedom: tracking spending, budgeting, debt management, sound saving, enabling greater control and long-term stability through setting saving goals and investment methods. (Mathumbu)

1.2. Path of Career Professionalism

Directions of Financial Freedom

According to 'kiyosaki' there are two kinds of mindset in achieving financial freedom:

- The first mindset is achieving financial freedom by becoming officers or employee with high level of income, accordingly an individual work for money.
- The second mindset is achieving financial freedom by making business and investment that create pipeline of cash flow, accordingly this mindset produces a money machine that is supportive to an individual. (Yumarma, p. 3)

1. Job Promotion

Enables university professors to acquire diverse skills distinguishing them from other jobs, gaining stable returns for job security in exchange for responsibilities. However, professional competence is not always met with financial return—leading to fixed wages, lack of incentives, and seeking better offers inside/outside the country.

2. Financial-Freedom

Achieving financial freedom means maximizing income, minimizing expenses, developing knowledge/skills to perform assigned tasks, then exploiting opportunities for surplus investment and independence. (Kirago)

Career change inevitably entails some risk. (It's worth noting that staying on your current path does as well — so it's worth taking mitigation steps either way.) You might love your new field but dislike the company where you first land, or you might have underestimated how long it will take for your startup to become profitable .Conduct a “pre-mortem” to think through potential pitfalls and identify strategies to overcome them (Clark, 2024)

Main causes for failure in achieving financial freedom:

- Failure to achieve the financial freedom can be caused by lack of financial knowledge and along term financial plan, it leads to a consumptive lifestyle that tends to spend the money rather than saving, a long term financial plan contains virtuous conceptual life principles such as saving first before spending , actionable financial literacy budgeting plan, a6 months cash reserve and good investment principles , those virtuous conceptual life principles function as vision and deep motivation that become guideline and strength of controlling expenditure. (Yumarma, p. 2)

II. Methods and Materials:

1. Study Community and Sample

Higher education sector selected for the study, with faculty members capable of setting their future course based on acquired career skills—either remaining in the job via promotion ladder and its benefits, or moving toward financial freedom after gaining proficiency. To obtain accurate results, a

stratified, intentional sample matching the study's topic was used; the questionnaire was directed at these faculties, whose skills—business environment study, financial management, client network building, time and resource management, administrative skills and performance excellence—enable professionalism and choice of future path.

2.Study Tool

Based on the theoretical framework and previous studies, the questionnaire divided into two axes: the first for the independent variable (career professionalism, with six statements per dimension), the second for the future path variable (two key dimensions: job promotion, with five statements; financial freedom, with four statements).

III. Results and discussion :

1. Descriptive Analysis for Study Variables

Table (1) : the Descriptive Analysis for Study Variables

Statistical indicators		Mean	S.D	Skewness	Kurtosis
Career professionalism		5.01	0.82	-0.33	-0.45
Career professionalism path	Job promotion	5.28	0.90	-0.45	-0.55
	Financial freedom	4.38	0.81	-0.35	-0.46

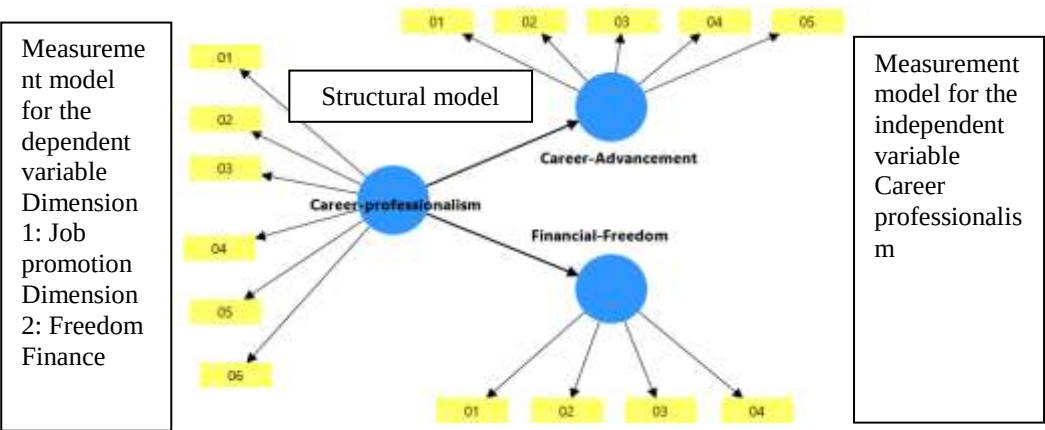
source: Outputs of statistical analysis using Smart PLS4 software.

From the results of the above table and according to the Likert scale, average values are found to range between 4.38 as the lowest and 5.28 as the highest value, while standard deviation values were recorded between (0.81 and 0.90), which reflects that the individuals in the sample agree with the statements presented in the questionnaire to varying degrees. Meanwhile, skewness values ranged between (-0.33 to -0.45), which are negative values that indicate the distribution is skewed to the left, while concerning the statistical indicator related to kurtosis, kurtosis values ranged between (-0.45 to -0.55), which reflects that the distribution is less leptokurtic than the normal distribution, and makes the data suitable, regular, and characterized by a high degree of statistical homogeneity.

2. Evaluation of the study model:

To study the data contained in the questionnaire, the PLS-SEM algorithm was run using the SmartPLS4 program since the sample consists of 107 respondents. To extract the relationship between the research variables, various tests were included to determine the statistical significance for evaluating the study model, which is performed in two stages. In the first stage, the measurement model is evaluated by relying on the reliability and convergent validity criterion to determine the validity of internal estimation, and in the second stage, the structural model is evaluated to determine external relationships and test the hypotheses.

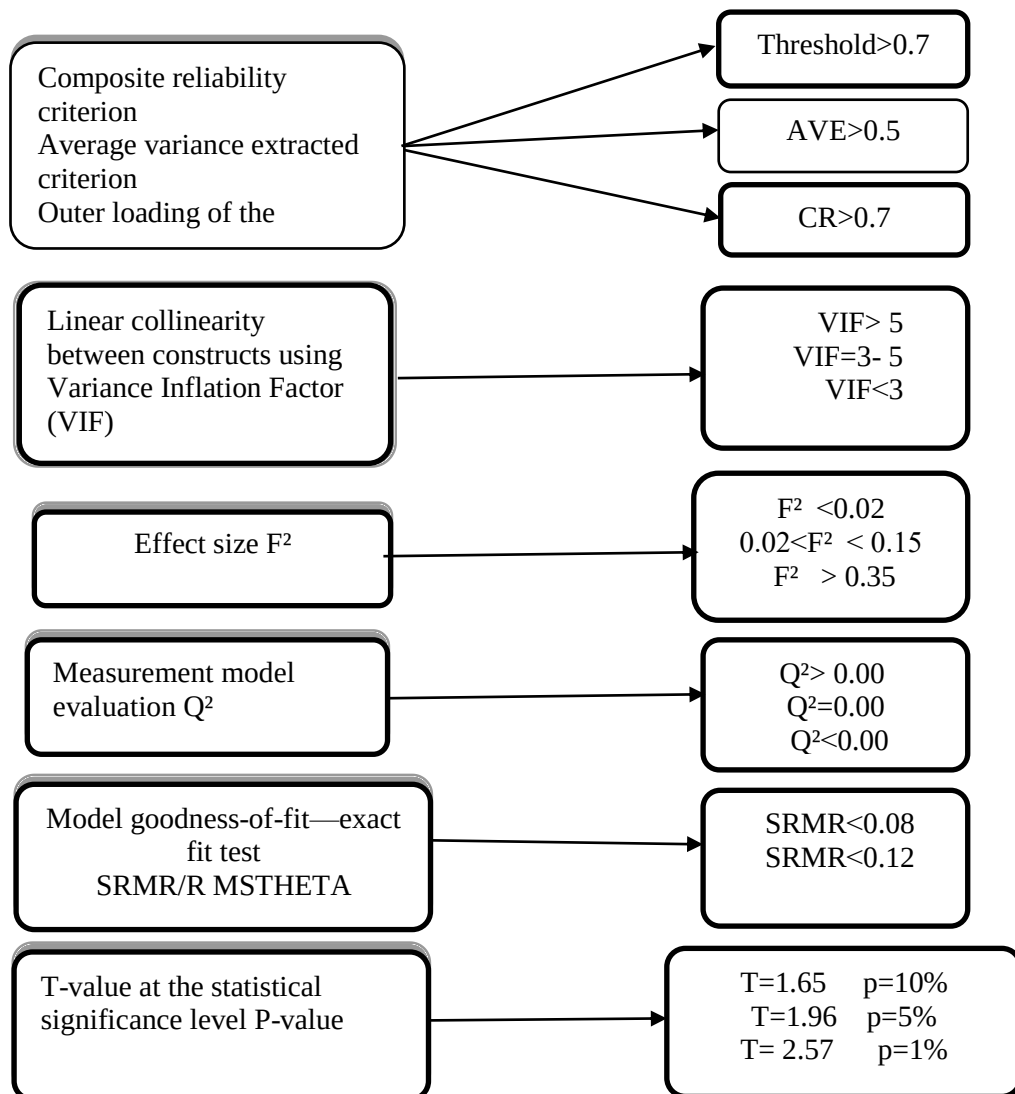
Figure (1): the general model of the study according to PLS-SEM modelling using the SmartPLS4 program



Source: Outputs of statistical analysis using Smart PLS4 software

The figure represents an integrated framework diagram testing the fabric of relationships implied by the model, based on a diagram consisting of two parts: the measurement model, which displays the relationship between variables and the set of statements measuring them represented by circles in the model; and the structural model, which presents the relationships (paths) between independent and dependent variables. The paths are represented by arrows directed from the independent variable (career professionalism) towards the dependent variable with its two parts represented by job promotion and financial freedom.

3. **Evaluation of the measurement model:** To measure the reliability of the indicators and their convergent validity, a set of criteria with values limited according to the figure below was used.



Resource: (Joseph.F.Hair & Authors, 2017, pp. 211-224), (Shehata & Author, 2021, p. 10), (Ayyash & Author, 2020, p. 316), (Joseph.F & Author, 2021, p. 96)

4.1.1: Internal consistency reliability assessment

Study axes		Cronbach 's Alpha	Composite Reliability
First axis: Career professionalism		0.872	0.880
Dependent Variable	First dimension: Job promotion	0.963	0.969
	Second dimension: Financial freedom	0.913	0.931

source: Outputs of statistical analysis using Smart PLS4 software

It is clear from the table results that the internal consistency reliability coefficient CA Cronbach's alpha carries values greater than 0.9, which confirms that the study dimensions have a high degree of internal consistency. As for the composite reliability, the CR indicator for the variables is greater than the threshold 0.7, ranging between 0.880 and 0.969, reflecting a very high coherence among the indicators.

4. Convergent validity evaluation:
**Table (2) : the measurement model evaluation results for convergent
validity and reliability.**

Study variables		Indicators – – Phrases Phrase number (P.N)	Convergent validity		Decision regarding the indicator
			Outer Loading	Average Variance Extracted (AVE) criterion	
			The threshold is greater than 0.7	The threshold is greater than 0.5	
CAREER PROFESSIONALISM		1	0.925	0.661	Retention of the indicator
		2	0.717		
		3	0.877		
		4	0.939		
		5	0.721		
		6	0.812		
Depende nt variable	Career advance ment	7	0.81	0.901	Retention of the indicator
		8	0.787		
		9	0.886		
		10	0.789		
		11	0.818		
	Financial freedom	12	0.911	0.700	Retention of the indicator
		13	0.957		
		14	0.956		
		15	0.973		

Source: Outputs of statistical analysis using Smart PLS4 software.

The table results indicate that all AVE values exceed 0.5, ranging from a minimum of 0.661 to a maximum of 0.901. Accordingly, all indicators are considered suitable for completing the model evaluation process.

5. Discriminant validity

Table (3) : the discriminant validity: verification of discriminant validity according to the HTMT standard.

Variables		Dependent variable - job promotion	Dependent variable - financial freedom	Occupational professionalism
Path of occupational professionalism	Dependent variable - job promotion	-	0.601	-
	Dependent variable - financial freedom	0.701	-	-
Occupational professionalism		0.710	0.630	-

Source: Outputs of statistical analysis using Smart PLS4 software.

From the results of the above table, we observe that all values of the HTMT criterion for the study variables are less than the threshold 0.9, which indicates that the discriminant validity condition is met (the discriminant validity of the study instrument is achieved).

1.2. Structural model evaluation: The quality of relationships between variables is Mevaluated within the model, and study hypotheses are tested along with their effect on the studied constructs, using the path coefficient criterion.

1.2.1.Linear multicollinearity among constructs using the Variance Inflation Factor (VIF):

Table (4) : the examination of the linear multicollinearity problem among the study variables.

	First axis -> job promotion	First axis -> financial freedom
VIF	1.86	2.10

source: Outputs of statistical analysis using Smart PLS4 software

From the results, we find that all VIF values for the model variables are less than 5, which is a necessary condition to be met. Consequently, there is no linear multicollinearity among the constructs in the study model.

1.2.2.Evaluation of the coefficient of determination (explanation) R^2 , effect size F^2 , predictive relevance Q^2 :

Table (5) : the values of R^2 , F^2 , and Q^2 in the study model.

Independent variable	Dependent variable	Coefficient of determination	Effect size F^2		Predictive relevance of the model Q^2		Model quality SRMR
		R^2 Adj. R^2					
Occupational professionalism	Job promotion	0.731	0.412	Strong effect	$Q^2 > 0$	0.301	0.056
	Financial freedom	0.630	0.325	Moderate effect	$Q^2 > 0$	0.211	

source: Outputs of statistical analysis using Smart PLS4 software

Based on the table, the model quality and the extent to which the model's structure fits the sample data can be assessed. The SRMR index value reached 0.056, which is below the threshold of 0.08. This indicates that the proposed model represents a good fit to the sample data, reflecting the accuracy of the statistical results obtained. Regarding the predictive relevance of the model, Q^2 , which indicates the model's capability to predict the dependent variable, all values in the table are greater than zero. This implies that occupational professionalism has predictive power over the variables (job promotion, financial freedom). Concerning the correlation results, the independent variable represented by occupational professionalism is positively correlated with the job promotion dimension with a coefficient of 0.731, indicating a strong and direct relationship, and a stronger effect than the financial freedom dimension, which showed a positive correlation coefficient of 0.630, reflecting a moderate relationship. Regarding effect size, F^2 , the results show a strong effect size of the job promotion dimension on occupational professionalism, with F^2 greater than 0.35. Meanwhile, the effect of the financial freedom dimension on occupational professionalism is moderate, falling within the range $0.15 < F^2 < 0.35$.

5. Hypothesis testing:

Table (6) : the results of hypothesis testing.

Hypothesis	Std. Beta	Std. Error	t-Value	p- Values	Decision
Hypothesis number 01	0.700	0.082	8.54	0.000	Acceptance of the alternative hypothesis
Hypothesis number 02	0.650	0.080	8.13	0.000	Acceptance of the alternative hypothesis

Source: Outputs of statistical analysis using Smart PLS4

software

Based on the table and the results of the path analysis for the structural model, we find:

- There is a positive correlation between the independent variable occupational professionalism and the dependent variable in the job promotion dimension, where the value reached $B=0.700$, which is a positive and strong value. Meanwhile, the calculated $t=8.54$ with a significance probability $p=0.000$, which is greater than the critical $t=1.96$ at the 0.05 significance level, confirming that the relationship between the two variables is statistically significant. Accordingly, we accept the alternative hypothesis that proves the existence of a statistically significant relationship at the 0.05 level between occupational professionalism and the job promotion path among university professors.
- There is a positive correlation between the independent variable occupational professionalism and the dependent variable in its financial freedom dimension, where the value reached $B=0.650$, which is a positive and strong value. Meanwhile, the calculated $t=8.13$ with a significance probability $p=0.000$, which is greater than the critical $t=1.96$ at the 0.05 significance level, confirming that the relationship between the two variables is statistically significant. Accordingly, we accept the alternative hypothesis that proves the existence of a statistically significant relationship at the 0.05 level

between occupational professionalism and the financial freedom path among university professors.

Figure (2): the final model of the study



Source: Outputs of statistical analysis using Smart PLS4 software

6. Study results and analysis: From the results reached, we find:

- The existence of a statistically significant relationship at the 0.05 significance level between occupational professionalism and the financial freedom path among university professors, with a strong effect contributing to opening economic opportunities to achieve financial freedom through possessing the ability to provide necessary resources and plan to exploit them efficiently.
- The existence of a statistically significant relationship at the 0.05 significance level between occupational professionalism and the financial freedom path among university professors, with a moderate effect confirming that occupational professionalism alone is insufficient to achieve full financial freedom, requiring the introduction of other elements, ...

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- The existence of a statistically significant relationship at the 0.05 significance level between occupational professionalism and the job promotion path among university professors, considered a smart approach to building long-term financial independence. The higher the level of occupational professionalism, the greater the university professor's chance to improve income, invest skills, and manage funds.
 - The existence of a statistically significant relationship at the 0.05 significance level between occupational professionalism and the job promotion path among university professors, with a strong effect reflecting the professor's ability to possess communication skills, cooperation spirit, adherence to regulations, ability to predict problems, and good decision-making.

IV. Conclusion:

Occupational professionalism in professional life is a strategic necessity to achieve an individual's financial and professional goals simultaneously, as it makes the university professor an expert in his field capable of handling conflicts and reaching effective solutions, able to encourage and foster teamwork and innovation, making him more productive and valuable in the labor market through marketing various skills. This positively correlates with the possibility of achieving financial freedom, especially for those who realize the importance of diversifying income sources and smart investment, thus the possibility of achieving better levels of financial independence.

Study results: Study results showed a set of findings, most importantly:

- Occupational professionalism in the promotion path raises organizational performance levels, and hence the individual's quality of life in the long term, as it reflects not only work proficiency but a smart approach to building financial independence.
- Occupational professionalism reflects the ability to know what should be done without guidance, translating into wise financial decisions or seeking alternative opportunities.
- Occupational professionalism requires effectively managing relationships clearly allowing access to high-income job offers better than current ones or opening investment opportunities.

- Occupational professionalism in the financial freedom path is linked to a high level of learning and training that helps to achieve distinguished performance, apply smart financial practices, assume responsibility, and possess the spirit of adventure.

Recommendations:

- Enhance occupational professionalism in the work environment through professional training programs including practical skills that contribute to improving institutional efficiency and enable individuals to achieve occupational professionalism.
- Develop human resources in the institution for promotion and financial incentive policies based on occupational professionalism standards to reward professional performance achieving specialized excellence in the work environment, reflecting improved performance and enhanced financial stability.
- Occupational professionalism provides an opportunity for strategic thinking toward increasing the value of human resources to enhance promotion opportunities and income improvement.
- Occupational professionalism is an effective tool in developing sound financial awareness benefiting human resources in both professional and personal life.

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