**Online Supplements**

Table S.1 summarizes the unstandardized path modeling results modeling missing values for Study 1 (*N* = 621)

Table S.2 summarizes the unstandardized path modeling results controlling for psychosocial support and role modeling for Study 1 (*N* = 495)

Table S.3 summarizes the unstandardized path modeling results excluding control variables for Study 1 (*N* = 495)

Table S.4 summarizes the unstandardized path modeling results controlling for psychosocial support and role modeling for Study 2 (*N* = 193)

Table S.5 summarizes the unstandardized path modeling results excluding control variables for Study 2 (*N* = 193)

**Table S.1.**

*Study 1: Unstandardized Path Modeling Results Modeling Missing Values (Moderated Mediation)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Internal proactive socialization | External career self-management | Perceived internal marketability | Perceived external marketability | Turnover behavior |
|  | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* |
| Intercept or threshold | 3.89\*\* | .07 | 3.52\*\* | .08 | 2.86\*\* | .40 | 2.16\*\* | .43 | 1.15 | 1.04 |
| *Control variables* |  |  |  |  |  |  |  |  |  |  |
|  Gender | -.09 | .06 | -.07 | .07 | -.07 | .07 | -.20\*\* | .08 | .18 | .18 |
|  Age | -.01 | .02 | .05\* | .02 | .02 | .03 | .06 | .03 | -.02 | .07 |
|  Education | .08 | .08 | -.17 | .10 | -.04 | .11 | -.15 | .12 | -.16 | .27 |
|  Position 1 | -.15\* | .07 | -.09 | .07 | .20\* | .08 | -.10 | .09 | -.27 | .21 |
|  Position 2 | -.29\* | .14 | -.03 | .14 | .11 | .12 | .11 | .12 | -.57 | .49 |
|  Position 3 | -.11 | .10 | .06 | .11 | .18 | .11 | .02 | .11 | -.04 | .25 |
|  Proactive personality | .21\*\* | .05 | .18\*\* | .05 | .09 | .05 | .03 | .05 | .27\* | .13 |
|  Perceived internal marketability baseline | .16\*\* | .05 | .06 | .05 | .29\*\* | .06 | -.08 | .06 | -.11 | .13 |
|  Perceived external marketability baseline | .03 | .04 | .20\*\* | .04 | -.04 | .05 | .23\*\* | .05 | -.08 | .11 |
| *Independent variables* |  |  |  |  |  |  |  |  |  |  |
|  Received career support mentoring (CS) | **.24\*\*** | **.05** | **.13\*\*** | **.05** | .02 | .05 | -.06 | .05 | .08 | .12 |
|  The role of the mentor (supervisor = 1) | -.02 | .06 | -.08 | .06 | .08 | .06 | -.04 | .07 | -.02 | .16 |
|  CS × The role of the mentor | **.02** | **.07** | **-.15\*** | **.07** | .02 | .08 | .01 | .09 | .17 | .20 |
| *Mediators* |  |  |  |  |  |  |  |  |  |  |
|  Internal proactive socialization  |  |  |  |  | **.18\*\*** | **.06** | -.07 | .07 | .30\* | .13 |
|  External career self-management |  |  |  |  | -.03 | .06 | **.24\*\*** | **.06** | .03 | .12 |
|  Perceived internal marketability  |  |  |  |  |  |  |  |  | **-.52\*\*** | **.18** |
|  Perceived external marketability  |  |  |  |  |  |  |  |  | **.37\*** | **.15** |
| *R2* | .25 | .14 | .24 | .18 | .25 |

*Notes.* *N* = 621*. SE* = Standard Error. The regression followed a probit link function when turnover behavior was the dependent variable.

∗ *p <*.05, ∗∗ *p <* .01.

**Table S.2.**

*Study 1: Unstandardized Path Modeling Results Controlling for Psychosocial Support and Role Modeling (Moderated Mediation)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Internal proactive socialization | External career self-management | Perceived internal marketability | Perceived external marketability | Turnover behavior |
|  | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* |
| Intercept or threshold | 3.86\*\* | .08 | 3.47\*\* | .09 | 2.87\*\* | .40 | 2.18\*\* | .43 | 1.10 | 1.37 |
| *Control variables* |  |  |  |  |  |  |  |  |  |  |
|  Gender | -.08 | .07 | -.01 | .08 | -.07 | .07 | -.21\*\* | .07 | -.05 | .45 |
|  Age | -.01 | .02 | .06\* | .03 | .02 | .03 | .05 | .03 | .06 | .09 |
|  Education | .08 | .09 | -.22\* | .11 | -.05 | .10 | -.13 | .12 | -.40 | .57 |
|  Position 1 | -.15\* | .07 | -.04 | .08 | .21\* | .08 | -.11 | .09 | -.18 | .46 |
|  Position 2 | -.32\* | .15 | .01 | .15 | .12 | .12 | .09 | .12 | -.16 | 1.48 |
|  Position 3 | -.05 | .10 | .12 | .12 | .18 | .11 | .01 | .11 | .35 | .49 |
|  Proactive personality | .17\*\* | .06 | .15\* | .06 | .09 | .05 | .03 | .05 | .51\* | .21 |
|  Perceived internal marketability baseline | .13\* | .05 | .05 | .06 | .29\*\* | .05 | -.07 | .06 | -.19 | .22 |
|  Perceived external marketability baseline | .03 | .04 | .20\*\* | .04 | -.04 | .05 | .23\*\* | .05 | -.15 | .18 |
|  Psychosocial support | .11 | .06 | .09 | .06 | .03 | .05 | .08 | .06 | -.14 | .22 |
|  Role modeling | -.01 | .07 | -.07 | .07 | .04 | .07 | -.10 | .07 | .38 | .25 |
| *Independent variables* |  |  |  |  |  |  |  |  |  |  |
|  Received career support mentoring (CS) | **.18\*** | **.09** | **.12** | **.08** | -.04 | .07 | -.05 | .08 | .05 | .32 |
|  The role of the mentor (supervisor = 1) | -.02 | .06 | -.10 | .06 | .08 | .06 | -.02 | .06 | -.39 | .62 |
|  CS × The role of the mentor | **-.05** | **.08** | **-.17\*** | **.08** | .03 | .07 | .002 | .08 | .06 | .38 |
| *Mediators* |  |  |  |  |  |  |  |  |  |  |
|  Internal proactive socialization  |  |  |  |  | **.18\*\*** | **.07** | -.07 | .07 | .24 | .18 |
|  External career self-management |  |  |  |  | -.03 | .06 | **.23\*\*** | **.06** | -.12 | .17 |
|  Perceived internal marketability  |  |  |  |  |  |  |  |  | **-.53\*\*** | **.18** |
|  Perceived external marketability  |  |  |  |  |  |  |  |  | **.41\*** | **.16** |
| *R2* | .25 | .14 | .25 | .18 | .32 |

*Notes.* *N* = 495*. SE* = Standard Error. The regression followed a probit link function when turnover behavior was the dependent variable.

∗ *p <*.05, ∗∗ *p <* .01.

**Table S.3.**

*Study 1: Unstandardized Path Modeling Results Excluding Control Variables (Moderated Mediation)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Internal proactive socialization | External career self-management | Perceived internal marketability | Perceived external marketability | Turnover behavior |
|  | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* |
| Intercept or threshold | 3.76\*\* | .03 | 3.39\*\* | .04 | 2.71\*\* | .39 | 1.77\*\* | .42 | 1.55 | 1.15 |
| *Independent variables* |  |  |  |  |  |  |  |  |  |  |
|  Received career support mentoring (CS) | **.37\*\*** | **.05** | **.20\*\*** | **.04** | .15\*\* | .05 | -.10 | .06 | .19 | .14 |
|  The role of the mentor (supervisor = 1) | -.04 | .06 | -.13\* | .07 | .05 | .06 | -.03 | .07 | -.35 | .59 |
|  CS × The role of the mentor | **-.05** | **.08** | **-.19\*** | **.08** | .05 | .08 | .01 | .09 | -.06 | .38 |
| *Mediators* |  |  |  |  |  |  |  |  |  |  |
|  Internal proactive socialization  |  |  |  |  | **.25\*\*** | **.07** | -.06 | .07 | .29 | .17 |
|  External career self-management |  |  |  |  | -.02 | .06 | **.30\*\*** | **.06** | -.07 | .16 |
|  Perceived internal marketability  |  |  |  |  |  |  |  |  | **-.50\*\*** | **.18** |
|  Perceived external marketability  |  |  |  |  |  |  |  |  | **.36\*\*** | **.14** |
| *R2* | .18 | .05 | .15 | .09 | .20 |

*Notes.* *N* = 495*. SE* = Standard Error. The regression followed a probit link function when turnover behavior was the dependent variable.

∗ *p <*.05, ∗∗ *p <* .01.

**Table S.4.**

*Study 2: Unstandardized Path Modeling Results Controlling for Psychosocial Support and Role Modeling (Moderated Mediation)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Internal career advancement expectation | External career advancement expectation | Internal proactive socialization | External career self-management | Turnover intention |
|  | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* |
| Intercept | 3.81\*\* | .07 | 3.40\*\* | .09 | 1.49\*\* | .34 | 1.86\*\* | .42 | 2.62\*\* | .37 |
| *Control variables* |  |  |  |  |  |  |  |  |  |  |
|  Gender | .19\* | .09 | -.06 | .13 | .12 | .09 | -.02 | .10 | .08 | .11 |
|  Age | -.12\* | .06 | -.12 | .06 | .01 | .05 | .09 | .05 | .04 | .05 |
|  Education | .41\* | .19 | .23 | .24 | .10 | .15 | -.22 | .18 | -.13 | .20 |
|  Proactive personality | -.002 | .11 | .17 | .13 | .16 | .08 | .22\* | .09 | -.08 | .11 |
|  Psychosocial support | .04 | .09 | .23 | .12 | .24\*\* | .09 | .15 | .10 | .09 | .11 |
|  Role modeling | .29\* | .13 | .04 | .15 | .08 | .11 | .05 | .13 | -.26\* | .12 |
| *Independent variables* |  |  |  |  |  |  |  |  |  |  |
|  Received career support mentoring (CS) | **.35\*** | **.15** | **.33** | **.20** | -.27 | .17 | -.11 | .18 | -.01 | .16 |
|  The role of the mentor (supervisor = 1) | -.09 | .10 | -.23\* | .12 | .10 | .08 | .12 | .10 | .10 | .10 |
|  CS × The role of the mentor | **-.13** | **.15** | **-.56\*\*** | **.20** | .04 | .15 | -.21 | .16 | -.03 | .15 |
| *Mediators* |  |  |  |  |  |  |  |  |  |  |
|  Internal career advancement expectation |  |  |  |  | **.48\*\*** | **.08** | .11 | .09 | -.17 | .11 |
|  External career advancement expectation |  |  |  |  | .08 | .05 | **.34\*\*** | **.07** | .16 | .08 |
|  Internal proactive socialization  |  |  |  |  |  |  |  |  | **-.41\*\*** | **.16** |
|  External career self-management |  |  |  |  |  |  |  |  | **.47\*\*** | **.12** |
| *R2* | .31 | .16 | .41 | .31 | .41 |

*Notes.* *N* = 193*. SE* = Standard Error.

∗ *p <*.05, ∗∗ *p <* .01.

**Table S.5.**

*Study 2: Unstandardized Path Modeling Results Excluding Control Variables (Moderated Mediation)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Internal career advancement expectation | External career advancement expectation | Internal proactive socialization | External career self-management | Turnover intention |
|  | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* | Est. | *SE* |
| Intercept | 3.94\*\* | .05 | 3.43\*\* | .07 | 1.37\*\* | .37 | 1.80\*\* | .41 | 2.80\*\* | .33 |
| *Independent variables* |  |  |  |  |  |  |  |  |  |  |
|  Received career support mentoring (CS) | **.58\*\*** | **.10** | **.50\*\*** | **.16** | -.05 | .16 | .09 | .14 | -.12 | .12 |
|  The role of the mentor (supervisor = 1) | -.05 | .10 | -.21 | .11 | .14 | .08 | .15 | .09 | .06 | .10 |
|  CS × The role of the mentor | **-.13** | **.16** | **-.49\*** | **.21** | .10 | .16 | -.16 | .16 | -.02 | .14 |
| *Mediators* |  |  |  |  |  |  |  |  |  |  |
|  Internal career advancement expectation |  |  |  |  | **.48\*\*** | **.09** | .07 | .10 | -.21 | .11 |
|  External career advancement expectation |  |  |  |  | .12\* | .06 | **.38\*\*** | **.07** | .15\* | .08 |
|  Internal proactive socialization  |  |  |  |  |  |  |  |  | **-.41\*\*** | **.16** |
|  External career self-management |  |  |  |  |  |  |  |  | **.47\*\*** | **.12** |
| *R2* | .24 | .10 | .32 | .24 | .40 |

*Notes.* *N* = 193*. SE* = Standard Error.

∗ *p <*.05, ∗∗ *p <* .01.