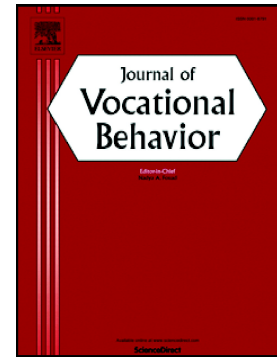


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**The interplay of proactive personality and internship quality in Chinese university graduates' job search success: The role of career adaptability**

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**Abstract**

Based on the job characteristics model and career construction theory, this study examined the role of internship quality in the employment success of Chinese university students. A four-wave survey study was conducted in a sample of university graduates ( $N = 207$ ) and the results showed that after the effects of baseline career adaptability (Time 1) were controlled, internship quality (Time 2) and proactive personality (Time 2) positively were both associated with subsequent career adaptability (Time 3), which was further related to indicators of employment success (number of job offers, starting salary, and job search efficiency) at Time 4. In addition, internship quality was also found to be a significant moderator of the relationship between proactive personality and career adaptability as well as employment success, such that when internship quality was lower, the

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