

## Abstract

Recent years have seen a transformation in the environment of organizations, urging them to make changes in the way they manage the resources at their disposal, to ensure being able to provide goods and services to the community. The jobs and the new ways to establish worker-organization relations have been demanding changes in the professional profile, greater flexibility and adaptability. Traditionally job success has been associated with a stable job, which allows employee having an adequate level of incomes and a status concordant with the professional level. This approach is valid and important, but it is also true that there are other reasons that make a person feeling occupationally successful.

This research aims to study the role of university graduates within organizations and their professional success. The analysis was performed considering variables related to the theoretical concepts of objective and subjective success, role in the workplace, skills and work values. A comparison between European and Latin American professionals was also developed.

With this aim, in the first part of the research the objectives, the rationale and the theoretical framework are presented, showing the structure of the research.

In the second part the theoretical model is proposed, to be later empirically analyzed . For this empirical analysis we have used data from two research projects on university graduates, Proflex and Reflex projects, that have expanded the knowledge about higher education, employment and skills of university graduates in Europe and Latin America.

The third part includes the descriptive analysis and the comparison by geographic area, in addition to the process of validating the research model and a brief summary of the results. Among these we can highlight:

a) There is evidence to assert that the objective career success and subjective career success are related. It's analysis, together with the role analysis, personal and required skills and other job characteristics (known as job values) expanded the vision and concept of professional success.

b) Both graduates of Europe and Latin America, perform their professional role and are well positioned in the labor market in each of their countries.

c) Over-qualification in skills affect the positive or negative perception of job success, in the two components of objective and subjective success.

**Keywords:** *Job Success, career success, objective success, subjective success, professional role, skills, work values.*