Abstract
The human resources management plays an important role in the search for the company’s competitiveness. Career management is among the department's main roles, a task that has become quite a challenge recently for staff due to changing patterns in the sector. Traditional designs based solely on internal promotion have given way to new models such as the Protean Career, Kaleidoscope and Boundaryless Career models. In these models, development is seen from a broader and more complex perspective. This paper analyses these three models and performs an empirical study of the Boundaryless Career model on a sample of 560 Spanish companies to compare its effectiveness. The results show a positive effect of this model on the professionals and organisations.

Keywords
Career model, boundaryless career, human resources development.