The Career Forum

Volume 34, Issue 2   Yan Shen, Editor   &   Lan Wang, Associate Editor   Winter 2015

2014-2015
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Dear all,

Welcome to the Fall Edition of the Careers Forum! This edition of the newsletter contains information from our Career Division Officers, the division awards, journals' call for papers, and member news.

We hope you enjoy the newsletter!

All the best,

Shenyan

Yan Shen
Careers Forum Editor

Contents

1. News from the Careers Division

A. Letter from our Division Chair Elect Corinne Post

Dear Careers Division Members,

Thank you, once again, for a stimulating and engaging 2015 AOM Conference in Vancouver --- I sincerely hope you, too, enjoyed the Careers Division Program. The variety in the program offerings and the excellence of the papers and symposia on the program, attest to the intellectual curiosity, scholarly mindset, and rigorous approach the division membership bring to the multi-faceted study of Careers.

Additionally, the division's two social events brought us together in inspiring locations to relish the friendly and warm atmosphere which characterizes our division. Careers is a truly unique division in its ability to bring together accomplished and early scholars in such a collegial way. Thank you to all of you who have contributed, behind – and on – the scene to making Vancouver 2015 a memorable AOM conference, especially Bert Schreurs, Tania Casado, Kim Eddleston, Peter Heslin, Sherry Sullivan, Michael Arthur and my invaluable associate editors: Johnna Capitano, Katharina Chudzikowski and Serge da Motta Veiga!

In my new role as chair-elect, I look forward to working with many of you to evaluate the most deserving papers submitted to the 2016 conference for the 5 awards offered by our division. I can't wait to see the faces light up when the runner-ups and winners are announced in Anaheim!

Bert Schreurs, 2016 Careers Division Program Chair, and Scott Seibert, 2016 PDW Chair, are already hard at work preparing a terrific 2015 Program. So, please, keep your submissions coming for the 2016 Academy of Management Meeting in Anaheim, California.

I hope to see all of you there!
Corinne Post, PhD.

Associate Professor of Management | Scott Hartz '68 Professorship
College of Business and Economics | Lehigh University
621 Taylor Street | Bethlehem, PA 18015 | USA

B. Letter from our Program Chair Bert Schreurs

Dear Careers Division Members and Friends,

A successful Annual AOM Meeting lies behind us, and the preparations for the next exciting conference are in full swing. As usual, we want the Careers Division program to excel in terms of quality and audacity, and want it to be a valuable source of inspiration for your own research and teaching. This ambition, however, can only be achieved with YOUR help. YOU can make a real difference and contribute to the continued success of our lovely Careers division by doing two things:

1/ **Submit your papers and symposia proposals**. Submissions may reflect any topic that fits within the careers domain and extends our understanding of careers. In addition, we encourage contributions that relate to the theme for the 2016 meeting, "*Making Organizations Meaningful*". Meaningfulness is a topic that traditionally has been, and undoubtedly will continue to be, high on the agenda of career scholars. There are many questions in connection to meaningful careers that are yet to be fully answered: What do employees do to make their careers more personally meaningful? How can organizations create meaningful career paths for their employees? Which are sources of meaningful work and how do these sources differ across generations, cultures and industries? Which employees are more likely to develop a sense of calling? To what extent are employees with a calling more effective in their contributions than those without? How do employees maintain their career identity after job loss? To what extent is one's sense of meaningfulness influenced by changes in parental/family status? How do people develop new meaning after retirement? Does having a meaningful career facilitate or hinder psychological adjustment to retirement?

So, mark your calendars as you prepare your papers and symposia submissions for the 76th Annual Meeting of the Academy of Management in Anaheim, California, held August 5-9, 2016: the submission system has opened November 10 and is available until January 12, 2016: http://aom.org/annualmeeting/callforsubmissions/

2/ **Sign up to review for the Careers division**. Equally important is to have people willing to serve as a reviewer. Regardless which career stage you are at (beginning PhD candidate or seasoned faculty), your input is highly valued and NEEDED. So, please do sign up to review for our division. The reviewer system is up and running, waiting for you: http://aom.org/annualmeeting/review/ . THANK you!!

Looking forward to your submissions, to your reviews, and to seeing you in August 2016!

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C. Awards

o *BEST OVERALL PAPER: Sponsored by Career Development International, Emerald Journals*

Overall Winner:

Stefanie Gustafsson, Juani Swart, & Nick Kinnie for the paper entitled **"'They Are Your Testimony': Clients, Professionals and promotions in Professional service Firms".**

Finalists:

Christine D. Bataille for the paper entitled "Exploration, Adaptation and Expression: Women's Identity Work Across Career and Family Transitions"

Elena Obukhova , & Letian Zhang for the paper entitled "The Strength-of-Weak-Ties Hypothesis in China Revisited: Evidence from Within-Individual Models"

Award Committee:

Holly Ferraro, Jeffrey Yip, Madeline Crocito, Matthew Bidwell, Sherry Sullivan

o *ARNON REICHERS BEST STUDENT PAPER: Sponsored by the Reed Center for Careers and Diversity*

Overall Winner:

Lan Wang for the paper titled **"Love Your Enemies: The Evolution of Network Ties and Team Performance in MLB, 1985-2013".**

Finalists:

Elana R. Feldman & William A Kahn for the paper titled "Discordant Voices: How Protégés Grow in the Context of Developmental Networks".

Melissa Mitchell, Lillian Eby, & Belle Rose Ragins for the paper titled "My Mentor, My Self: Antecedents and Outcomes of Perceived Similarity in Mentoring Relationships"

Award Committee:

Aarti Ramaswami, Claudia Holtschlag, Elsa Chan, Marcelo Ribeiro, Sebastian Reiche

o *BEST INTERNATIONAL PAPER*

Overall Winner:

Dimitrios Georgakakis, Tobias Duath, & Winfried Ruigrok for the paper titled **"The more International the Better? International Experience Variety and Career Advancement".**

Finalists:

Christian Yao, Kaye Thorn, & Noeleen Doherty for the paper titled "Knowing More from Chinese Expatriates: Theoretical & Empirical Extensions to the Intelligent Career"

Chris WL Chu & Reuben Mondejar for the paper titled "The Impact of Effective Leadership on Follower Career Success: A Self-Concept Perspective"

Award Committee:

Akram Al Ariss, Evgenia Lysova, Yehuda Baruch, Nikos Bozionelos, Robert Kase

- *THE MICHEL DRIVER BEST APPLIED PAPER AWARD*

Overall Winner:
Ariane Froidevaux & Andreas Hirschi for the paper titled **"To Matter or not Matter? An Overlooked Key Challenge for Transition to Retirement".**

Finalists:

Randy T. Byrnes & Scott N. Taylor for the paper titled "Voluntary Transition at the Top: Former CEOs' Sense of Self Before, During and After Transition"

Dan Hart, Steve John Kempster & Rory Donnelly for the paper titled "The Work Orientation of State Ambassadors: Beyond the Call of Duty - When Work Is a 'Way of Life'"

Award Committee:

Barbara Ribbens, Gayle Baugh, Jeffrey Greenhaus, Yan Shen, Opal Leung

- *THE BEST SYMPOSIUM AWARD*

Overall Winner:

"Applying Sequence Analysis in Career & HRM Research- Taking It to the Next Level"

Martin Gubler, Chair
Guorong Zhu, Chair
Hugh Gunz, Discussant

Presenters:
Petra Eggenhofer-Rehart ; Markus Latzke ; Michael Schiffinger ; Wolfgang Mayrhofer ; Martin Gubler ; Torsten Biemann ; Silvio Herzog ; Michael Koch ; Sarah Park ; Thijs A. Velema ; Young-Chul Jeong ; Huseyin Leblebici ; Ohjin Kwon ; Guorong Zhu ; Lan Wang ; Douglas (Tim) Hall.

Finalists:

"Thank you! Exploring the Impact of Gratitude in Organizational Relationships"

Sharon Sheridan, Organizer

 "Understanding Antecedents, Processes, and Contextual Forces that Shape Career Success"
Ryan L. Klinger, Chair
Mark Mallon, Co-Chair
Scott E. Seibert, Discussant

Award Committee:

Ana Carolina Rodrigues, Arpita Joardar, Jon Briscoe, Laura Guerrero, Lotte Bailyn
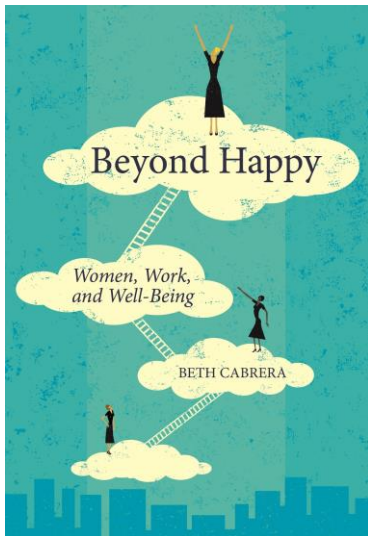
2. News from our Members

A. Publications

o   Metz, I., Harzing, A.-W. and Zyphur, M. J. (2015), Of Journal Editors and Editorial Boards: Who Are the Trailblazers in Increasing Editorial Board Gender Equality?. British Journal of Management. doi: 10.1111/1467-8551.12133

   Female academics continue to be under-represented on the editorial boards of many, but not all, management journals. This variability is intriguing, because it is reasonable to assume that the size of the pool of female faculty available and willing to serve on editorial boards is similar for all management journals. This paper therefore focuses on the characteristics of the journal editors to explain this variability; journal editors or editors-in-chief are the most influential people in the selection of editorial board members. The authors draw on social identity and homosocial reproduction theories, and on the gender and careers literature to examine the relationship between an editor's academic performance, professional age and gender, and editorial board gender equality. Longitudinal data are collected at five points in time, using five-year intervals, from 52 management journals. To account for the nested structure of the data, a three-level multilevel model was estimated. Overall, it is found that the prospects of board membership improve for women when editors are high-performing, professionally young or female. The authors discuss these findings and their implications for management journals with low, stagnant or declining representation of women in their boards.

o   *A new book **"Beyond Happy: Women, Work, and Well-Being",*** by Beth Cabrera, Ph.D.

   Juggling competing demands is the norm for most women today. Primary household and caregiving responsibilities remain squarely on the To Do List, and when a career is added to the mix, the recipe for stress is realized, especially when most workplaces remain inflexible, with limited support, and unrealistic expectations of 24/7 availability.

Many women believe work-life balance is the answer, but that's an impossible goal. Cabrera thinks they should pursue well-being instead. In her book, *Beyond Happy: Women, Work, and Well-Being*, she identifies two dimensions that contribute to well-being: feeling good and doing good. She then provides simple, practical examples of what these dimensions look like in real life and offer strategies that anyone can use to experience greater joy and find more meaning in life.
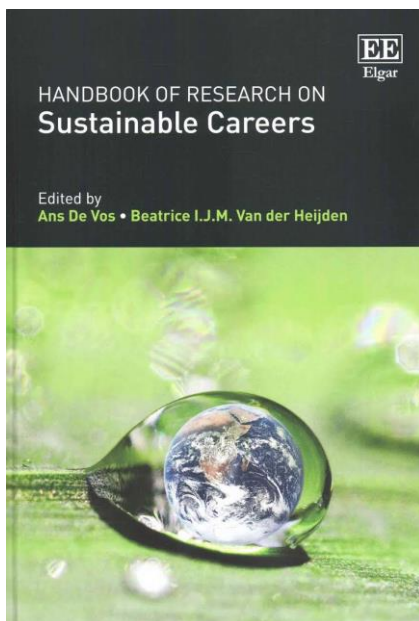
Beth Cabrera, Ph.D.

Dr. Cabrera is the author of *Beyond Happy: Women, Work, and Well-Being* (ATD Press) and a senior scholar at George Mason University's Center for the Advancement of Well-Being. As a writer, researcher, and speaker, she helps individuals achieve greater success and well-being. Her leadership development programs focus on strengths, purpose, mindfulness, and workplace well-being. After earning her Ph.D. in Industrial/Organizational Psychology from the Georgia Institute of Technology she became a professor at Universidad Carlos III in Madrid, Spain and then at Arizona State University. Blog: cabrerainsights.com. Twitter: @bethcabrera.

o   Recent publications by Van der Heijden, B.

- Bozionelos, N., Kostopoulos, K., Van der Heijden, B., Rousseau, D.M., Bozionelos, G., Hoyland, T., Miao, R., Marzec, I., Jędrzejowicz, Epitropaki, O., Mikkelsen, A., Scholarios, D., & Van der Heijde, C. (accepted). Employability and job performance as links in the relationship between mentoring receipt and career success: A study in SMEs. Group and Organization Management.

- Visser, M., & Van der Heijden, B. (2015). Nursing under inconsistent organizational conditions. Evidence of double bind situations? Journal of Organizational Change Management, 28(5), 689-703.

- De Waal, A.A., Van der Heijden, B.I.J.M., Selvarajah, C., & Meyer, D. (2015). Comparing Dutch and British High Performing Managers. Journal of Management & Organization, October, 1-18.

- Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, F., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2015). Feedback provision, nurses' well-being and quality improvement: towards a conceptual framework [in press].<http://dx.doi.org/10.1111/jonm.12196> Journal of Nursing Management. 10.1111/jonm.12196

- Ruiller, C., & Van der Heijden, B.I.J.M. (accepted). Socio-emotional support in French hospitals: Effects on French nurses' and nurse aids' affective commitment. Applied Nursing Research.

- Evers, A.T., Van der Heijden, B.I.J.M., Kreijns, K., & Vermeulen, M. (2015). Job demands, job resources and flexible competence: The mediating role of teachers' professional development at work. Journal of Career Development, 1-17.

- Evers, A.T., Kreijns, K., Van der Heijden, B.I.J.M., & Gerrichhauzen, J.T.G. (accepted). The design and validation of an instrument to measure teachers' professional development at work. Studies in Continuing Education.

- Heerkens, H., Van der Wegen, L., & Van der Heijden, B. (accepted). Designing and assessing a course on prioritization and importance assessment in strategic non-routine requirements engineering process. Requirements engineering.

- Essers, C., Van der Heijden, & Notelaers, G. (2015). De in/exclusie van de 'Ander' op de arbeidsmarkt in het algemeen en werknemers bij ATOS en SNS reaal in het bijzonder. In M. Davidović & A. Terlouw (Eds.), Diversiteit en discriminatie: Onderzoek naar processen van in- en uitsluiting [pp. 165-181]. Amsterdam: Amsterdam University Press.

o Recent publications by Baruch, Y.

- Baruch, Y. & Lavi-Steiner, O. (2015). The career impact of management education from an average-ranked university: human capital perspective. *Career Development International*, 20, 3, 218-237. DOI: 10.1108/CDI-08-2014-0117

- Hirschi, A. Herrmann, A. & Baruch, Y. (2015). The Protean Career Orientation as Predictor of Career Outcomes: Evaluation of Incremental Validity and Mediation Effects. *Journal of Vocational Behavior,* 88, 205-214. DOI: 10.1016/j.jvb.2015.03.008

- Baruch, Y. & Vardi, Y. (2015). A fresh look at the dark side of contemporary careers: Toward a realistic discourse. *British Journal of Management,* DOI: 10.1111/1467-8551.12107

- Baruch, Y. & Reis, C. (2015). How global are boundaryless careers and how boundaryless are global careers? Challenges and a theoretical perspective. *Thunderbird International Business Review*, DOI: 10.1002/tie.21712

o Recent publications by De Vos, A.

- De Vos, A., & Cambré, B. (forthcoming). Career management in high-performing organizations: A set-theoretic approach. *Human Resource Management, forthcoming.*

The aim of this study is to investigate the elements of organizational career management (OCM) that can lead to strong organizational performance. The growing unpredictability of careers requires a different organizational approach of careers. Yet, new career models all focus on the individual as the central actor, leaving the role of the organization rather underdeveloped. Based on a combined perspective integrating insights from the literature on careers, high performance work systems and I-deals, we address four dimensions of OCM: supportive and developmental practices, development I-deals, individual responsibility, and consensus. We study their relationships with company performance, thereby including the firm's human capital composition. Surveys were administered to the HR-directors of 293 organizations. We apply a relatively new method, fsQCA (fuzzy-set qualitative comparative analysis), and complement this with more conventional structural equation modelling (SEM). The SEM analyses suggest that only supportive and developmental practices are positively associated with high performance. However, based on the fsQCA, three configurations are identified in which OCM is associated with high performance. The most prevalent configuration combined supportive and developmental practices with I-deals and individual responsibility for career management. We conclude with a discussion of the implications of our findings, and address the utility of adopting a configurational approach in career research.

- De Vos, A. & Van der Heijden, B. (Eds.) (2015). *Handbook of research on sustainable careers*, Cheltenham, UK: Edward Elgar Publishing. ISBN 978 1 78254 702 0.

What is a sustainable career and how can individuals and organizations develop pathways that lead to them? Offering twenty-eight chapters from leading scholars, this Handbook contributes to our understanding of sustainable careers and lays the foundation for future research. With the aim of advancing existing knowledge surrounding the meaning, antecedents and outcomes of sustainable careers, this book discusses the topic from different angles combining theoretical, empirical as well as practical insights. Topics include crafting sustainable careers in organizations, merits and challenges of career adaptability, psychological mobility during unemployment and the role of employee adaptability.

Contributors:
T. Aalbers, M.B. Arthur, P.M. Bal, Y. Baruch, C.

Bernhard-Oettel, T. Bipp, N. Bozionelos, J.P. Briscoe, M.B.W. Buyken, A. De Coen, N. De Cuyper, S. De Hauw, A.H. De Lange, P. De Prins, A. De Vos, H. De Witte, N. Dries, N. Egold, C. Fleisher, A. Forrier, F. Fraccaroli, A. Froidevaux, J.H. Greenhaus, D.E Guest, D.T. Hall, A. Hirschi, I.M. Jawahar, C. Kelliher, S.N. Khapova, U. Kinnunen, U.-C. Klehe, D. Kooij,
M. Latzke, B.S. Lawrence, A. Mäkikangas, S. Mauno, W. Mayrhofer, A. Milissen, K. Näswall, K. Pernkopf, P.Peters, J. Rantanen, J. Richardson, R. Rodrigues, C. Rohr, R. Schalk, M.M. Schipper, T.M. Schneidhofer, J. Segers, L. Sels, J.H. Semeijn, T.H. Stone, D.M. Truxillo, M. Valcour, L. Van Beirendonck, K. Van Dam, A. Van den Broeck, B. Van der Heijden, R. Van Dick, M. van Engen, J. van Ruysseveldt, S. Vansteenkiste, A.E.M. Van Vianen, T. Van Vuuren, M. Verbruggen, C.J. Vinkenburg, S. Zaniboni, J. Zikic

o   Recent publications by Ollier Malaterre, A

- Ollier-Malaterre, A., & Andrade, C. (2015). Not for everyone: Intra-organizational divides and the stratification of access to work-life policies. *Community, Work and Family.* DOI: 10.1080/13668803.2015.1089840

- Rothbard, N. & Ollier-Malaterre, A. (2015). Boundary Management. In Allen, T.D. & Eby, L.T. (Eds), Oxford Handbook of Work and Family. www.oxfordhandbooks.com DOI: 10.1093/oxfordhb/9780199337538.013.5

- Ollier-Malaterre, A. (2015). Cross-National Work-Family Research, In Allen, T.D. & Eby, L.T. (Eds), Oxford Handbook of Work and Family. www.oxfordhandbooks.com DOI:10.1093/oxfordhb/9780199337538.013.18

B. Andreas Hirschi would like to announce their new website

My team and I at Bern have started a new website where we post one interesting career-related research finding each week. People can search our posts on our website, or get the latest posts pushed to their Facebook, twitter, or email accounts.

The website is:
www.cresogo.com

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3. About the Careers Division

A. Domain Statement

The Careers Division addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. Major topics include: individual career development; career management strategies; career planning; relationships between human resource systems and careers; life cycle interactions with work; race, culture, and gender effects on careers; labor force diversity; internal labor market structures and functions; cross-cultural careers; and effects of demographic and social changes on work.

B. Statistics For Careers Division (11/19/15)

Total number of members: 604
By member Type
Academic: 439
Emeritus: 20
Executive: 38
Student: 107

C. Teaching Community

Welcome to the Career Studies Teaching Community

The website is intended for use by invited scholars who teach about careers. The idea is to let those scholars share materials they use in their teaching. Website participants will be able to enter suggestions, and where appropriate attach files, under each of the categories listed on the right of the website.

Mission

We are a community of career scholars seeking to develop and maintain a shared website, a "commons" of information to all participants to use as a teaching resource. We value an interdisciplinary approach to our field, and to the way we teach about it. At the same time, we welcome contributions from particular social science perspectives that can contribute to the breadth of our conversation. We also view teaching broadly, to cover what we do in the

classroom, in consulting activities, at the dinner table or in any social situation where we can represent the knowledge in our field.

Entering Data

You will need a login name and password to enter data. Please contact one of the site administrators below:
Michael Arthur: marthur@suffolk.edu
Holly Slay: slayh@seattleu.edu

As you enter new content, please carefully consider copyright permissions. If you know of a good story in a book, or a published article, movie or other media, simply provide the reference and page numbers of the story alongside your recommendation. We also encourage the posting of case recommendations through case clearing houses such as Harvard Business School Press, Ivey Publishing and the European Case Clearing House. Each site allows login and inspection copy privileges to all professors. Therefore, all we need to do is recommend cases from their collections to one another, with a brief note on how we've used the material. For convenience, we can provide a link to the host website alongside your recommendation.

Welcome to the Career Studies Teaching Community!

For more information:

http://cardiv.org/teaching/

D. The Career Forum

The Career Forum is a publication by and for the members of the Careers Division of the Academy of Management and it is produced twice a year.

Issues: two times a year

Fall/Winter Issue
Spring/Summer issue

If you have suggestions of things you would like to see included in **The Careers Forum** or changes that you would like made, please send those along as well.

Submissions for news, announcements, and abstracts are accepted on a continuing basis at:
yanshen@uvic.ca .

We're on the web! The Careers Division home page:

http://www.cardiv.org/

4. Call for Papers

A. EURAM 16th Annual Conference – Paris, June 1-4, 2016

http://www.euram-online.org/sponsored-tracks-call-for-papers.html

The 15th EURAM annual conference will take place in Paris, on June 1-4, 2016, around the theme "*Manageable Cooperation*?", which is an exciting issue within the field of careers. Loïc Cadin, Jean-Denis Culié and Diane-Gabrielle Tremblay will lead a career specific track at this EURAM conference: "*Cooperation in the field of careers*".

"The field of careers has developed through the opposition of agency and structure. This opposition has inhibited the research about cooperation in the field of careers. Even if networks (alumni, ethnic solidarities) or organizational and societal cooperation arrangements have never been ignored, the exploration of cooperation at the intermediate level (between individuals and organizations) is relatively new. Research about career communities, peer coaching, career resources development of informal groups… has increased in the last decade. Social networks and collaborative economy provide a lot of opportunities to better understand the forms and conditions of cooperation in the field of career"

The submission system will be open from December 1 to January 12. For informal inquiry you may contact Loïc, Jean-Denis and Diane-Gabrielle at: cadin@escpeurope.eu, J.CULIE@em-normandie.fr, tremblay.diane-gabrielle@teluq.uqam.ca

Call for papers: Cooperation in the field of careers?

SIG 14 – Track sponsored by the 2016 conference committee

Track chairs:
Loic Cadin (ESCP Europe, France)
Jean-Denis Culié (EM Normandie, France)
Diane-Gabrielle Tremblay (University of Québec, Canada)

The general theme of manageable cooperation chosen by Euram for the 2016 conference invites us to question cooperation arrangements in the field of careers. What can we consider to be cooperation in the field of careers? What changes can we see in cooperation regarding careers?

For a long time, career counseling has been centered on cooperation of an expert and a subject in search of solutions and prescriptions. The expert knew and the subject had a need for guidance. Then the field of cooperation has evolved, so that the expert prescribing an approach to a subject who is now the leading player in the development of their project. However, over the last few years, peer coaching systems have emerged (e.g. Parker, Hall & Kram, 2008). Peers

are no longer guidance experts but alter egos listening to subjective career reports with effective listening skills. Such Devices such as the intelligent career card sort like ICCS (Parker, 2006) propose to each participant to play in turn: the actor reflecting on their career, the facilitator of someone else's reflection on their career, and the scribe writing the words of the actor's reflection.

A network of former emergency humanitarian and development specialists was formed in France (Résonances Humanitaires) to bring support one another in developing their professional careers. This example illustrates the concept of Career Communities forged by career research (Parker, Arthur & Inkson, 2004). Career Communities are defined as self-organizing member-defined social structures through which (individuals) draw career support. The same authors have developed a categorization of 10 Career Communities, based upon dimensions such as company, industry, occupation or values.

Tams & Arthur (2011) observed the effects of re-development of career capital (of three ways of Knowing) by participants in professional groups whose purpose is not career counseling. We could also mention the move from individual mentoring to collective mentoring (Allen, 2010)

So the question of cooperation in career issues call for the enduring redefinition of: game players (and their status), protocols, contexts of labor markets and organizations, financial and legal contexts. All of these appear to be evolving in response to the 2016 Euram conference theme. For example, recent developments in social networks are a potential form of career cooperation and employment. The collaborative economy could also be observed in terms of career cooperation.

The Topic is an opportunity to make a theoretical and empirical review on the conditions for cooperation in the field of careers. We invite contributions at all levels: individual, professional communities, intra or inter-organizational, sectorial, regional, national or transnational, amongst others.

References:
Allen, T. D. (2010). *The Blackwell Handbook of Mentoring: A Multiple Perspectives Approach*. New York: Blackwell.
Parker, P., Hall, D. T., & Kram, K. E. (2008). Peer coaching: A Relational Process for Accelerating Career Learning. *Academy of Management Learning and Education*, 7, 487-503.
Parker, P., Arthur, B. A., & Inkson, K. (2004). Career communities: a preliminary exploration of member-defined career support structures. *Journal of Organizational Behavior*, 25, 489-514.
Tams, S., & Arthur, B. A. (2011). Career Communities: Examining Learning through the Culture-as-Practice Lens. 7th International Critical Management Studies Conference, July 11-13. Naples.

Deadline for paper submission: January 12, 2016 (2 pm Belgian time)

B. Critical perspectives on international business

SPECIAL ISSUE CALL FOR PAPERS
'Critical perspectives on Global Careers'

Deadline for submission: 31st August 2016

There is very little critique of globalization in the managerialist literature. It is generally accepted as a business driven inevitability, which will eventually (if not already) draw all parts of the world into a system of global capitalism. This view of globalization is largely reflected in the careers literature. In this context a 'global career', where an individual spends some or all of his or her working life in countries outside of their 'home' country, is often viewed as an organizational phenomenon that is likely to increase, particularly among the professional and managerial class, as global business expands (e.g., Dickmann and Baruch, 2011; Thomas, Inkson, and Lazarova, 2005). Critical questions underpinning these assumptions remain unasked and it is taken-for-granted that the world needs 'cosmopolitans', 'career-oriented cadres of global managers' and 'mobile elites, middle managers and professionals' who will operate to coordinate and control the globalization of business and pursue successful global careers (Banai and Harry, 2004; Cappellen and Janssens, 2010; Hasleberger and Brewster, 2009; Morley and Heraty, 2004; Suutari, 2003; Tung, 1998). Contributions to this debate have argued that the 'global careerist' is somewhat different from the traditional organizational expatriate; the individual who is sent on an assignment for a defined period and who then returns to their 'home' country (Cappellen and Janssens, 2005; Mayrhofer and Reiche, 2014). In this special issue we seek to problematize the idea of a 'global career' through theoretical and empirical papers offering critical, innovative and imaginative ways of thinking about this concept.

Careers scholarship generally and global careers research specifically has received limited attention from a critical management perspective (for exceptions see e.g., Currie, Tempest, and Starkey, 2006; Grey, 1994; Hassard, Morris, and McCann, 2012; Pringle and Mallon, 2003; Roper, Ganesh, and Inkson, 2010; Scurry, Blenkinsopp, and Hay, 2013). Furthermore, there is little evidence provided in much of the global careers literature as to whether, indeed, 'global careers' are actually a feature of the modern business world. This may be partly due to the fact that there is an absence of a helpful definition of what a 'global career' might be other than the idea that some portion of a person's working life is spent outside of their home country. In this sense a 'global career' may simply be rhetoric and hyperbole created to advance an agenda or fad, which is in itself a topic for useful investigation. Yet increasingly there is a sense of a global career being something of value – a form of symbolic capital that can help individuals to accrue career capital and advance their careers (Doherty and Dickmann, 2009).

Global working and specifically a global career is often portrayed as a glamorous international opportunity for young ambitious aspirants (Dickmann and Baruch, 2011), yet it is likely that it is far from glamorous and subject to significant constraints and boundaries (Costas, 2013). It is important to investigate the personal and psychological costs that may arise from the pursuit of a global career as well as recognize the potential inequalities and power asymmetries that can

shape the experiences of 'being global'. While scholarship has highlighted the personal 'dark sides' of global careers and global working, it would be helpful to understand more the broader organizational and societal 'dark sides' of the pursuit of global opportunities (Lee, 2005; Richardson and Zikic, 2007; Shaffer and Harrison, 1998).

The focus on the careers of privileged groups from the metropolitan centres has dominated work on global careers; although some recent work has begun to look at skilled migrants from the periphery or global south (Al Ariss, Koall, Özbilgin, and Suutari, 2012; Hilde and Mills, 2015; Thomson and Jones, 2015). In addition, there is a need to critically consider the relationship between geographic and social spaces, since as a consequence of increased mobility, transnational social spaces are becoming more significant. When thinking about global careers we need also to consider how an individual's social position and values have roots in nationally bounded social structures as well as transnational arrangements of social practices (Pries, 2001). Further research could usefully be undertaken on these issues and topics from a critical perspective.

There are additionally, opportunities to investigate more critically the idea of a global career from the viewpoint of class, race, sexuality and gender using appropriate critical frames of analysis and appropriate methodologies. For example, some career scholars have attempted to develop typologies of global careers (Baruch, Dickmann, Altman, and Bournois, 2013). A feature of such typologies is the argument that any type of 'international work' might be constitutive of a career. Thus, illegal immigrants, asylum seekers and temporary immigrants are all understood in some way to be pursuing an 'international career'. We would wish to problematize such frameworks and encourage a broader, more critical investigation of marginalized groups and whether they can be considered to have a 'career' at all. It is likely that such investigation will derive its interpretive tools from outside of the field of career theory itself.

We believe that there are many and various directions that can be taken in developing more critical approaches to global careers, only a very few of which we have outlined above. We aim to publish primarily critically and theoretically informed empirical studies, and we are open to diverse and innovative methodological approaches. The following themes are suggestive of our interests, but are not intended to restrict imaginative submissions:

• What is a career in globalized capitalism? What is a global career? How might a global career be more critically associated with the context of global capitalism? How does the idea of a global career connect with types of expatriation in critical ways?

• Is the idea of a global career a myth? Is the idea of a global career elitist?
• How can we problematize managerialist perspectives on the global career? What functions, purposes and interests might be served through the rhetoric and discourse of a global career?
• How can we trace the history of the development of the idea of a global career? How might the contemporary idea of a global career be a colonial legacy? How might a postcolonial lens throw light on the global career? Is there 'Southern Theory' relevant to global career?

• How might we think critically about gender, race and sexuality in the context of a global career? How do dimensions of disadvantage or difference intersect to shape the experience of global careers?

• How can we connect and understand more critically the relationship between global mobility, migration and careers? How might we think critically about inclusion and exclusion in relation to global careers?

• How do institutional/structural influences, e.g. localisation policies/ immigration regulation, shape global careers? How might we consider the interaction with insecurity and precariousness?

• What is global careerism? To what do individuals conform when they enact and perform a global career? Who establishes the normative elements of global careerism and how might this connect to forms of identity regulation and control? What interpretative schema/scripts are drawn upon to evaluate global careers? How can we problematize the 'War for Talent'?

• What are the personal, professional, psychological and identity 'dark sides' of a global career?

Submission process and deadlines:
Submissions should follow the author guidelines for critical perspectives on international business which can be found at: http://www.emeraldinsight.com/cpoib.htm

The submission deadline is 31st August 2016, with initial reviewing to be completed by 31st November 2016, revisions due by 31st January 2017, final decisions by 1st May 2017, and anticipated publication in 2018.

Submissions should be via the Scholar One Manuscripts online submission system (http://mc.manuscriptcentral.com/cpoib). If authors have any questions about the special issue they should contact the special issue guest editors; Steve McKenna (smckenna@yorku.ca) or Tracy Scurry (tracy.scurry@ncl.ac.uk).

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Full details are available at the following:
http://emeraldgrouppublishing.com/products/journals/call_for_papers.htm?id=5954

C. Human Relations

Special Issue Call for Papers:
Conceptualising flexible careers across the life course

Guest Editors:
Jennifer Tomlinson (University of Leeds, UK)
Marian Baird (University of Sydney, Australia)
Peter Berg (Michigan State University, USA)
Rae Cooper (University of Sydney, Australia)

Read the full call for papers here:
http://www.tavinstitute.org/humanrelations/special_issues/Flexible%20careers.html

Submission deadline: 1st March 2016; please do not submit papers before 1st February 2016

In recent years, much literature and research on the quality of working lives focuses on jobs as the unit of analysis, emphasizing job quality and flexibility. Through this call, we seek to shift the focus to careers and, in particular, develop the construct of a 'flexible career' drawing attention to the fact that work occurs over time in sequence and trajectory. We are interested in the conditions under which flexible and sustainable careers can develop and flourish. Given this perspective, the overarching objective of this special issue is to encourage new analytical approaches to studying the concepts and intersection of flexibility and careers. More specifically, it is to provide a space to examine the meaning of flexible careers from different disciplinary perspectives and to question the extent to which careers can be forged and maintained at different points across the life course in the current social and economic context. In doing so, we focus on what is perhaps the one of the greatest tensions in contemporary labour markets and societies: how to combine the social and economic need for individual life-long work opportunity, accomplishment and development (careers) with the need for a workforce able to continuously adjustment to the supply and demand for labour in space, time and function (flexibility).

We seek submissions from a range of social science disciplines connected to two overarching themes and six research questions:

Themes
1. The roles that governments, occupations, industries, organisations and individuals play in attempts to enable, or undermine, the flexibility and sustainability of careers at different points across the life course.

2. Innovations in work practice and policy solutions designed to structure careers in ways that provide individuals with more flexible and sustainable careers at different points across the life course.

Research questions
1. In what ways can interdisciplinary social science perspectives sharpen our understanding, both theoretically and empirically, of the dynamics of flexible careers?
2. In economic contexts of increased flexibilization and precarity, what are the career orientations and realities for individuals located at different points across the life course (e.g. young, mid-career and older workers)?
3. What roles do institutions play and what resources do individuals draw upon in attempts to forge career paths that are more sustainable across the life course?
4. What sorts of novel ways do individuals look to redefine their careers and adapt to changing labour market conditions in more flexible ways?
5. How do different aspects of labour market flexibilization impact on the potential to create sustainable careers – does flexibility sustain or undermine career trajectories at different points across the life course?
6. What innovative policy and practice solutions might be developed to create sustainable and/or flexible careers?

Full call for papers:
http://www.tavinstitute.org/humanrelations/special_issues/Flexible%20careers.html

D. Academy of Management Review

Call for Papers: Work Life

Call for Papers

***Academy of Management Review* Special Topic Forum**

ADVANCING AND EXPANDING WORK-LIFE THEORY FROM MULTIPLE PERSPECTIVES

Submission Date: September 1–September 30, 2016

Guest Editors: Gary N. Powell, Jeffrey H. Greenhaus,

Tammy D. Allen, and Russell E. Johnson

Research on the work-life interface, initially triggered by an evolving workforce composed of an increasing number of employees with substantial care-giving responsibilities, has grown exponentially over the past four decades. Advanced technology, blurring of role boundaries, long-work-hour cultures, and the desire for more balance in life present challenges to employees in managing their multiple life roles. In light of these challenges, it is not surprising that early theory focused predominantly on the interference or conflict between work and

other life roles, most prominently the family role. In recent years the conflict perspective has been supplemented by theory explaining positive synergies across roles, such as enrichment and positive spillover, as well as theory attempting to clarify the ubiquitous term "balance."

Much of the extant work-life research has been limited in two respects. First, the focus generally has been on the connections between work and family lives, with other nonwork activities, such as friendships, community institutions, leisure pursuits, and self-development activities, often downplayed or ignored. Because most employees are invested in a variety of nonwork domains, new theoretical ventures are needed that include consideration of multiple life roles: how employees' work experiences affect—and are affected by—their lives outside of work.

Second, the existing research has been guided by a small number of theoretical frameworks. Some of these frameworks were developed specifically for examining the work-life interface, such as theories of work-family conflict, enrichment, and role boundary transitions, and others, such as social identity theory and the job demands-resources model, were developed in other contexts and have been applied to the study of the work-life interface. Although these frameworks helped lay the foundation for the first wave of work-life research, they need to be advanced and expanded to address new and emerging issues in the field as suggested below.

For this special topic forum, we invite theoretical contributions that address work-life issues from one or more of the following perspectives:

Multi-level perspective: Work-life theory is needed that recognizes that employees' well-being is best understood in the context of the society and community in which they live, the employer for whom they work, the leader to whom they report, the work team in which they are embedded, and the other people outside of work whose lives intersect with their own. As a result, empirical research should be guided by theory that incorporates significant interdependencies across multiple levels of analysis, including societal context (e.g., national regulations or norms), macro (e.g., organizational strategies, industry) and micro (e.g., leader behavior, team processes) characteristics of the workplace, and the demands and resources associated with nuclear and extended families and other social and community institutions outside of work.

Decision-making perspective: The work-life literature historically has emphasized situational demands and resources as determinants of conflict, enrichment, and balance. However, scholars increasingly recognize that employees can influence their work-life outcomes through the decisions they make and the strategies they pursue (e.g., role synthesis, boundary management, balance crafting). New theory is required to understand the different forms of work-life decision making, the situational and personal factors that affect the pursuit of different decision-making strategies, and the impact of these strategies on work-life outcomes.

Dynamic perspective: The role of time in work-life dynamics generally has been neglected. Although time (or lack thereof) is an essential element of such constructs as conflict, enrichment, and balance, scholars rarely consider the duration of temporal intervals when examining such constructs. Understanding "when" things happen is fundamental for understanding work-life phenomena. New theory, whether within-person or between-person, that takes into account temporal factors is essential for advancing our understanding of work-life experiences. This may include theory focusing on issues related to short-term and/or long-term processes and change within the context of time, theory considering time as a causal factor, and theory acknowledging both objective and subjective perspectives on time.

Careers perspective: Although careers represent patterns of work experiences that evolve over time, scholars rarely incorporate career issues over the life course into work-life research, and they rarely incorporate nonwork considerations systematically into the study of careers. Work-life theory would benefit from the integration of career-related phenomena, such as career success and career self-management, with nonwork aspirations, responsibilities, experiences, and outcomes.

International perspective: The majority of work-life research has been conducted on U.S. samples, although empirical research on other populations has been growing in recent years. New theory is needed that examines the role of societies' similarities and differences in the meaning of work and other parts of life to explain how dimensions of national culture affect work-life relationships.

Diversity perspective: Work-life theory should incorporate a variety of employees' social identity groups in addition to their national culture. For example, the focus on sex and gender seems to have dwindled in recent years, despite the persistence of some gender-related norms that influence the way women and men experience work and other life roles. Moreover, work-life theory should include employee differences in socioeconomic status, race, ethnicity, sexual orientation, gender identity, disability, religion, age, and/or family structure, all of which can affect employees' experiences within and outside the workplace.

TIMELINE AND SUBMISSION

The deadline for submissions is **September 30, 2016**. All submissions must be uploaded to the Manuscript Central/Scholar One website (https://mc.manuscriptcentral.com/amr) between **September 1, 2016** and **September 30, 2016**. Guidelines for contributors (http://aom.org/Publications/AMR/Information-for-Contributors.aspx) and the *AMR* Style

Guide for Authors (http://aom.org/uploadedFiles/Publications/AMR/AMR%20Style%20Guide%202014.pdf) must be followed.