



The Career Forum

Mina Beigi, Editor & Melika Shirmohammadi, Associate Editor

Volume 38, Issue 2, 2019

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2019-2020

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INTRODUCTION



Dear Careers Division members,

This time of the year, most of us are trying to juggle wrapping up the semester, finalizing our submissions for the annual conference, and preparing for holidays. I hope, in between, you find a few minutes to sit down, treat yourself to your favorite drink, and browse the second issue of our Newsletter!

This issue covers messages from our executive committee, announcement of two new CARs Division awards, our members' news, call for the 4th International Symposium on Meaningful Work: Meaningful Work and Sustainable Careers, the Journal of Business Ethics's call for a special issue on Ethics and the Future of Meaningful Work linked to the symposium, and Personnel Psychology's call for a special issue titled "What's Age Got to Do with It? Age and Age-Related Differences in the Workplace". We also introduce a

few career memoirs that can help us gain detailed insights about navigating different careers, and a Mobile App that can guide job seekers. Finally, we thank our sponsors for their generosity, and invite sponsors to support our division in 2020.

I take this opportunity to thank all of you who shared your news with me; the Newsletter depends on your input; please keep sharing your news with us! I hope to see some of you at the upcoming conference Careers in Context: Theorizing in and about Turbulent Times conference in Vienna on Feb 14 -15.

For many of us, the holidays are just around the corner; I hope we manage to take a break and recharge for a change.

Happy holidays!

Mina

NEWS FROM THE CAREERS DIVISION



**Message from
Our Chair
Jamie Ladge**

Dear Careers (CAR) Division Members and Friends,

It is an honor and a pleasure to serve as Careers Division Chair this coming year, 2019-2020! I look forward to working with all of you and am confident it's going to be a phenomenal year where we accomplish many new things for our division. Below, I have highlighted what I see as the main goals for our division based on our recent 5-year review as well as on observations and recommendations from CARs Executive Committee and members:

- Goal 1: Improve Productive Interaction among Junior and Senior Scholars
- Goal 2: Improve Opportunities for Research Collaboration among Members
- Goal 3: Provide Value to the Membership beyond the AOM Conference
- Goal 4: Raise the Scholarly Prestige of the Division
- Goal 5: Continued Efforts to Recruit, Engage and Sustain Membership & Sponsorship

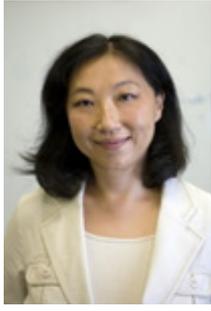
We have several committees in place who are serving our community well by targeting our specific division goals. Ariane Froidevaux, Evgenia Lysova, Erin Makarius and Lauren Keating represent our networking committee who are working on developing ideas in support of Goal #1. Beatrice Van der Heijen and Erin Makarius are working collectively on addressing research collaboration (Goal #2) as well as prestige and impact (Goal #4) alongside Sherry Sullivan. Daniel Spurk, Evgenia Lysova and Lauren Keating represent the value beyond AOM committee (goal

#3). This team has been working hard to develop the program for our inaugural mid-year conference in Vienna, Austria titled, "Careers in Context: Theorizing in and about Turbulent Times" taking place February 14-15, 2020. For more information please visit: www.carcon2020.org. Lastly, Ariane Froidevaux will lead our efforts to ensure we are recruiting, engaging and sustaining our membership and sponsorship (Goal #5) and we will be looking to recruit volunteers to support us in getting the word out about our division and what our division stands for! The Careers Executive Committee (EC) – has already begun laying the groundwork for putting together a terrific program in the beautiful city of Vancouver! Special thanks and a warm welcome to Rick Cotton, PDW Chair; Jos Akkermans, Program Chair, Gina Dokko, Division Chair-elect; Scott Siebert, Outgoing Division Chair and Ryan Klinger, Secretary. Jennifer Tosti-Kharas, Treasurer, and Gina Dokko will be working on fundraising. Serving our communication needs this year are Lauren, AOM Connect Manager, Mina Beigi, newsletter editor, and Augusto Nishimura, webmaster.

If YOU are interested in getting more involved in the Careers Division, please let me know - we are always searching for volunteers (j.ladge@north-eastern.edu). Additionally, Scott Seibert is overseeing our next elections and I would like to remind everyone that we always encourage nominations and self-nominations. The window for nominating is not open yet, which means there is plenty of time for enquiring about what it takes to serve on the Careers Division EC. Please contact me or anyone on the EC for information and insights!

Thank you all for your efforts (submitting your work, reviewing submissions) and for otherwise participating in the division's activities. I look forward to a great year ahead.

Jamie Ladge
Division Chair, Careers Division



**Message from
our Division
Chair-elect
Gina Dokko**

Dear Careers Friends and Colleagues,

This past year, I was pleased to serve as our Division's Program Chair for another successful program at the 2019 Academy of Management meetings in Boston. The best part of the role is becoming more familiar with the cutting-edge work from careers scholars around the world. I continue to be impressed by the thoughtful scholarship, diversity, and collegiality of our membership. Our Division couldn't work without the active involvement of Careers scholars and reviewers, especially as we grow, and I'm sure I speak for the whole leadership team in saying that we appreciate you more than ever!

Every Program Chair has a birds-eye view of the enormous amount of work that goes into putting our scholarly program together. The support I received from current and past executive committee members was invaluable. Special thanks to my predecessor and our new Division Chair, Jamie Ladge, for the great advice and for all of the lightening-fast responses to my many, many questions. Past Chairs Scott Seibert, Bert Scheurs and Corinne Post, as well as many before them, have left our Division in terrific shape, and I have a high level of confidence that this year's Program Chair Jos Akkermans, and PDW Chair Rick Cotton will keep us on track. I also want to thank all of our presenters, reviewers, emergency reviewers, award judges and session chairs for making the program successful. Also at the Boston meeting, I was

proud to present (with generous help from Jamie Ladge) an engaging Plenary program: "Robots and Algorithms and AI, Oh My! Careers in the Age of Automated Work." Discussion between panelists from industry and academia, including Ethan Bernstein, Matthew Bidwell, Raj Echambadi, Julia Kirby and Matt Sigelman, was ably moderated by Melissa Mazmanian, addressing questions from Division members on this important and stimulating topic.

The coming year is when I "learn the ropes" for becoming Division Chair in 2021. I am privileged to be part of a long line of strong and committed Division leadership, and I will do my absolute best to keep up with them. I joined the Careers Division as much for the warm collegiality of its members as for the research scope, and serving on the Executive Committee, first as Secretary and now on the leadership track, has been an honor and pleasure. If you are thinking about working with the Division in a volunteer or leadership role, go for it! We welcome your involvement and hope to see you at next year's meeting.

Gina Dokko
Division Chair-elect



**Message from
our Division
Program Chair
Jos Akkermans**

Dear Careers colleagues and friends

It feels like our meeting in Boston was only such a short time ago, and yet we are already busy planning and preparing for the 2020 meeting in Vancouver! This is one of the fun things of being part of the division leadership: it really shows the “back office” part of the AOM meetings, and the enormous amount of work the people in the support team are doing around the year. Much respect to them!

But let’s first take a moment to reflect. This year, I had the honor of serving as the division’s PDW chair. It was fantastic to see how many submissions we received for the division, with the amount of requested hours more than doubling the available hours. I wish I could have accepted all of them, as I am sure they would all have contributed to the program. In making the difficult decisions about which workshops to accept, I followed the example of my predecessors Gina Dokko and Jamie Ladge in focusing on a program that covered (1) careers content, (2) careers methods, and (3) careers support. Also, I wanted to balance prior successes (e.g., people analytics) with new ideas (e.g., autism on the workplace). Some of the sessions that had generated a lot of enthusiasm in the past – including the people analytics and sequence analysis workshops – were again a great success and have hopefully inspired many people to integrate these ideas in their own research. We also had

a number of PDWs related to career support, and I was particularly happy to see that the sessions that focused on junior careers (e.g., doctoral consortium) and also the ones focused on senior career challenges (e.g., moving into administrative positions) were highly attended and also attracted a clearly different part of our CAR membership (and beyond). Finally, the workshops on gender issues and autism in the workplace focused on a specific topic in careers research and practice, and both also attracted an engaged group of participants. All in all, I believe we had a very interesting program with high-quality sessions and, thankfully, a very good attendance in all of the workshops. Many thanks to everyone who helped to organize and run these workshops!

We always say that the Careers Division is very welcoming and supportive, and I can honestly say that this was proven clearly over the past year. As Gina wrote in her newsletter contribution as outgoing PDW chair last year: it is the times when you need help that you find out how helpful people really are. Well, the answer is: very helpful! I can imagine that Gina must have been somewhat annoyed with my many questions but she never showed it in any way. It’s incredible how well documented everything was and how willing to help Gina was throughout the process. I hope I won’t need to bother you as much this year with questions about the program chair role... . Also, many thanks go out to Erin Makarius and Serge Da Motta Veiga. They helped out tremendously with the organization of our division’s PDW social at Kings Dining and Entertainment. The social was a lot of fun, in a location literally across the street from the conference hotel, and with an abundance of food and drinks throughout the night. CAR once again took over the party!

With that said, it is already time to start looking forward as well. The first thing I would like to do is to welcome our new PDW chair, Rick Cotton, and wish him all the best in his role. Rick has shown his commitment to the division clearly in the past few years, for example by leading a committee about member engagement. The work he has done on that committee has provided us with many useful insights and ideas for further improving the activities we do to engage our membership across the world. Now, he can make an even stronger impact on our division by shaping a PDW program for the 2020 meeting in Vancouver. I am confident that Rick will do a wonderful job and I already look forward to seeing the PDW program that he will put together.

That brings me to a quick look forward to our scholarly program for the 2020 meeting. In my new role as program chair for the conference, I am very much looking forward to all of your submitted papers and symposia. As you have probably already seen in your email or on the Connect platform, the [Careers Division call for submissions](#) is out and the [Submission portal](#) is also officially open. This year's conference theme will be Broadening our Sight, focusing on overcoming existing dichotomies in our research, such as micro and macro perspectives, qualitative and quantitative designs, research and teaching. Submissions that attempt to contribute to this theme will be especially welcome this year. Of course, this is not a mandatory theme in any way, and as always we welcome your ideas and research related to the overall field of career studies. Some suggestions for topics can be found in the call for submissions, and you will also be asked to designate some key areas when submitting your work. One of the strengths of our division is its broad focus on topics that can contribute to a better understanding of people's careers, and the potential for cross-

over between disciplines. Therefore, I encourage you all to submit your work and hopefully join us in Vancouver next year.

Finally: please consider reviewing for our division! Whether you are a highly experienced scholar or a PhD candidate, everyone is welcome to serve as a reviewer. Actually, reviewing for the conference can be a nice way to learn about reviewing if you have not done it before, and can be a step up to reviewing for scholarly journals. We always have a mix of junior and senior reviewers, and also reviewers from within and outside of the division. I hope many of you will help out with this, because in the end, we all want good reviews on our own work as well, right? You can sign up to be a reviewer right [HERE](#).

I am looking forward to your contributions and to working with all of you in the next several months!

Jos Akkermans

CAR Program Chair



**Message from
our PDW Chair
Richard Cotton**

Dear Careers colleagues and friends,

After an excellent Careers (CAR) program at the AOM meeting in Boston in 2019, it is now time to set our sights on the next AOM meeting in Vancouver in 2020 with the intriguing theme of “[20/20: Broadening Our Sight](#)”. And, for planning purposes, as 2019 hopefully draws to a successful close for everyone, the submission deadline is set for Tuesday, January 14, 2020, at 5PM ET (NY Time). For those first movers among us, submitting early is encouraged and the submission portals are already open:

<https://aom.org/annualmeeting/callforsubmissions/>

For the meeting in Vancouver, it is my distinct honour and pleasure to be your CAR Professional Development Workshop (PDW) chair. In this capacity, I promise to do my part to help shape a powerful, inspiring and pro-ductive CAR PDW program that kicks off the first two days of the AOM Annual Meeting. In order for me to help make that happen, the quantity and quality of proposals submitted by YOU is absolutely critical. Strong PDW proposals will lead to a strong program and all submissions are welcome! So, whether you are a new doctoral student, an established professor, or part of a cadre of like-minded submitters with an inspired session idea, everyone can submit a PDW proposal. In fact, our division has a rich tradition of innovative, provocative, interactive and inspiring PDWs and you can find our call for CAR PDWs here:

<http://aom.org/annualmeeting/submission/>

[call/car/pdw/?terms=CAR%20PDW%20call](http://aom.org/call/car/pdw/?terms=CAR%20PDW%20call)

In addition, if you want more thoughts on what makes a great PDW, here is another resource:

<http://aom.org/uploadedFiles/Meetings/annual-meeting/program/GoodPDWGuide.pdf>

In the end, we are always looking for interactive and informative PDWs, whether they are brand new or the next iteration of successful past sessions. To give you a sense of the kinds of PDWs that we’ve had in recent years, it is fair to say that many fall under a handful of broad themes including:

- Investigating compelling current topics in career studies
- Enhancing careers-related scholarly, teaching and/or practical impact
- Increasing chances of publication in high-profile journals/outlets
- Supporting career development of AOM members within or across career stages
- Incorporating innovative methods in careers research
- Exploring strategies for interdisciplinary collaborations (e.g., with OB, HR, GDO, RM, ENT, OMT, etc.)

This is not an exhaustive list and PDW sessions can take many forms, including cutting edge topic discussions, paper development workshops, expert panels, debates, round table discussions, off-site tours and methods tutorials. Really, “the sky is the limit” and if it is a topic that you would like to see in the program, please take a chance and develop a proposal. And, remember: you are not alone. If you want to get reactions to a proposed session idea or if you are looking for suggestions on building out your proposal, please feel free to contact me at cottonCAR@uvic.ca.

In my years in CAR, I have always found our di-

vision's PDW sessions to be extremely inspiring and useful and I'm thrilled to play my part as PDW Chair. Together, we can create a strong and in-spiring CAR PDW line-up while building knowledge and even stronger relationships with each other along the way. I look forward to your proposals and to a great CAR PDW program in Vancouver. Thanks in advance for sharing and submitting your workshop proposals. Happy holidays!

All the best,

Rick Cotton
PDW Chair Academy of Management Careers Division
Associate Professor
University of Victoria, British Columbia, Canada

CARs Division New Awards Announcement

The Careers Division announces two new awards: the Careers Division Best Published Paper Award and the Careers Division Mid-Career Award. These awards recognize our membership for their scholarly achievement. The Best Published Paper Award goes to a paper published in the prior calendar year that contributes to the state of careers research by advancing novel ideas, challenging existing theory, or featuring innovative data or methods. Winning papers should promise to inspire future careers research. The Mid-Career Award goes to a scholar 10-12 years post-PhD whose portfolio of work suggests the candidate will make fundamental contributions to the way we think about careers, as well as contributions to the community of careers researchers. The recipients of this award must exhibit independent and original intellectual contribution to careers research. For specific information about the awards, please see the calls for nominations that will be released shortly. You can also contact Gina Dokko at gdokko@ucdavis.edu.





**Message from
our Outgoing
Division Chair
Scott Seibert**

The Careers Division conducted its Five Year Review this year, covering the years 2013 – 2018. As part of that process, I had the opportunity to look over the goals the division had set for itself and the many great initiatives and activities established to achieve those goals. One of our concerns five years ago was “sustainable growth” – growing as a division without losing the welcoming small-division feeling; raising the perceived prestige of the division with introducing elitism. From these tensions, creative approaches have emerged. The division has engaged in targeted recruitment, focusing on bringing into the division AOM members who submit their work to the division but, for some reason, have never become members. We also sought to welcome back those who had allowed their division membership to lapse. Throughout, we sought to recruit for methodological, geographic, and demographic diversity. If feel we have much to be proud of on this dimension. Not only have we grown in both faculty (33%) and student (65%) membership over the past five years, but our retention of existing members has improved as well. Although we remain a small division within the Academy (900 members, or about 5% of total AOM membership), we can boast members from 49 countries! To improve member involvement and engagement, in the last five years the division has broadened its appeals for reviewers, instituted Best Reviewer Awards, and developed detailed Officer Roles and Responsi-

bilities documents to reduce the perceived barriers to volunteering. Of course, the purpose of the division is to provide value and service to the membership. These ongoing efforts include favorites such as the PDWs, increasingly valued for their academic and professional content, the doctoral consortium, Career in the Rough in person and delivered virtually at mid-year, and the new connect@aom portal. To support all of these efforts, we’ve instituted a more systematic approach to fundraising, offering clear support levels with associated visibility at the conference and on the division webpage.

The Executive Committee has formulated a new set of goals for the next five years and I can convey to you a number of initiatives already under way to transform these goals into realities.

- In an effort to improve productive interaction among junior and senior scholars and improve opportunities for research collaboration among members in the division, this year we are working to incorporate a **Careers Networking Event** as part of our Business Meeting. Details are still be worked through, but the idea is to set up tables with specific research or professional topics and senior scholars to act as table hosts. More junior (or not so junior) division members will be welcome to come meet, chat, and network with senior scholars on topics that are of mutual interest. Introverts rejoice!
- One major initiative designed to build local communities and provide value to the membership beyond the AOM conference is the organization of the **Careers Community Conference** to be held at **WU Vienne, 14-15 February 2020!** With over 90 papers accepted, we have two full days of presentations, workshops, keynote speakers, and an optional group dinner planned. Even if

you don't have a paper accepted, please feel free to join us for the first international conference put on by the Careers Division by and for careers scholars! Further details are available at the conference website: <https://www.wu.ac.at/en/carcon2020>

- Continuing efforts to raise the scholarly prestige of the division, the executive committee took the decision to realign the division awards to recognize and publicize scholarly excellence appearing in journals and other outlets beyond the AOM conference itself. We are working out the procedures for a **Best Published Paper Award** and a **Mid-Career Scholarly Achievement Award**. The work of these exceptional careers scholars will be features at future AOM meetings and on our webpage, serving to model and reward the most innovative, rigorous, and impactful published research and scholars in the field.

- Finally, the division continues its efforts to recruit, engage, and sustain membership and sponsorship by pursuing targeted recruitment of former members, scholars who submit to the division but aren't members, and specific geographic regions that have growth potential. I'm happy to report that we remain in a strong financial position – a position that allows us to pursue the initiative and take the risks that we have as a division.

As all the past Division Chairs before me, I leave with a feeling of affection and gratitude toward the members of the executive committee, the volunteers, the sponsors, and the division. The key strength of this division is the dedication and conviction the members display to the value of careers research, scholarship, and practice. The creative energy of the volunteers involved in the division is inspiring

and it is truly rewarding to see the members of this year's executive committee tackle the issues that will make the careers division successful in the future. If you've ever thought of getting more involved in the Academy, think about doing it now and doing it with the careers division.

I know we are in good hands with Jamie Ladge as the incoming and, truth be told, already heavily engaged Division Chair. Jamie, I wish you and the best with this year's program and the important work of the division.

Scott Seibert
December 2019

 **NEWS FROM OUR MEMBERS****PhD Opportunity**

Katharina Chudzikowski (kc425@bath.ac.uk) and Stefanie Gustafsson (sd423@bath.ac.uk) are currently recruiting potential PhD students for a PhD position at the University of Bath on 'Careers and climate change'. The link is below and feel free to share it with any prospective student:

<https://www.findaphd.com/phds/project/careers-and-climate-change/?p115242>

Feel free to share this with any prospective students.

Publications

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- ◇ Lee, J., Shirmohammadi, M., Baumgartner, L., Oh, J., & Han, S. (2019). Warriors in suits: A Bourdieusian perspective on the construction and practice of military masculinity of Korean men. *Gender, Work & Organization*. 26(10), 1467-1488. doi: 10.1111/gwao.12358
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- ◇ Veth, K.N., Korzilius, H.P.L.M., Van der Heijden, B.I.J.M., Emans, B.J.M., & De Lange, A.H. (2019). Which HRM practices enhance employee outcomes at work across the life-span? *The International Journal of Human Resource Management*, 30(19), 2777-2808.
- ◇ Veth, K.N., Korzilius, H.P.L.M., Van der Heijden, B.I.J.M., Emans, B.J.M., & De Lange, A.H. (2019). Understanding the contribution of HRM bundles for employee outcomes across the life-span. *Frontiers in Psychology*, 10, 2518.
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- ◇ Wu, C. H. (2019). *Employee proactivity in organizations: An attachment perspective*. Bristol, UK: Bristol University Press.
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NEWS FROM AOM 2019 – CAREERS DIVISION

Awards

Best Overall Paper Award

Shoshana Dobrow Riza, Hanna Weisman, Daniel Heller, Jennifer Tosti-Kharas

Calling attention to 20 years of research: A comprehensive meta-analysis of calling



Best International Paper Award

Jennifer Gibbs, Julia Eisenberg & Dina Nekrassova

Second-class citizens or free agents? The experience of identity ambiguity among global contractors



Arnon Reichers Best Student Paper Award

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DID YOU KNOW THAT?

Mobile App developers have tapped into career guidance to help job seekers learn about their career options and the labor market. For example, "Career Guide" (by Google Play) is a Mobile App targeting students, teachers, parents, and consultants to navigate professional options and schooling.

Source: https://play.google.com/store/apps/details?id=sid.angel.careerguide&hl=en_US

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4th International Symposium on Meaningful Work: Meaningful Work and Sustainable Careers



22 June 2020, 09:00 to 19:00

King's College London [Bush House, Strand Campus , London]

We are delighted to announce that the fourth biannual International Symposium on Meaningful Work will be held on **22 June 2020** at King's College London, following previous events held in Oxford, Auckland and Amsterdam. The symposium aims to bring together scholars from any discipline with an interest in meaningful work, and this year's one-day event has a particular focus on career sustainability. Some of the questions we will be addressing include:

- How can meaningful work be sustained through the course of a career?
- How can individuals develop a meaningful career trajectory in the current climate of precarity?
- As retirement ages increase, how does meaningfulness change over the life course?

The conference will feature keynote addresses from Professor Marjo Lips-Wiersma of Auckland University of Technology and Professor Christopher Michaelson of the University of St Thomas.

We welcome empirical and theoretical submissions that address the core themes of the symposium and the wider topic of meaningful work. This event will also include a dedicated workshop for doctoral students.

The conference is linked to a forthcoming Special Issue of the Journal of Business Ethics edited by Dr Evgenia Lysova, Professor Jennifer Tosti-Kharas, Professor Katie Bailey, Dr Luke Fletcher, Professor Peter McGhee and Professor Christopher Michaelson: 'Ethics and the Future of Meaningful Work'. The conference will provide one of a range of opportunities to receive feedback on papers intended for submission to the Special Issue. For further information about the Special Issue please contact Dr Evgenia Lysova (e.lysova@vu.nl).

Extended abstracts of 1,000 words should be submitted to Catherine.bailey@kcl.ac.uk by Friday 27 March 2020. The abstract should state whether the paper is intended for the main symposium or the doctoral workshop.

Registration:

This is a one-day symposium followed by a conference dinner on board Bateaux London where we will sail along the River Thames <https://www.bateauxlondon.com/restaurants/glass-room>

Conference registration fee: £100

Doctoral student conference registration fee: £75

Conference dinner fee: £80

Please click [here](#) to register for the conference and dinner.

The symposium will be followed by a separate one-day conference on 23 June 2020 aimed at a practitioner audience. We are delighted to announce that Professor Marjo Lips-Wiersma and Professor Christopher Michaelson will present at the practitioner event, along with Jonny Gifford of the CIPD.

This event is part of the King's College Meaning and Purpose Network (MaPNet) series. Further information about the practitioner event and registration is available [here](#).

Steering Committee:

Katie Bailey, King's College London

Marjo Lips-Wiersma, Auckland University of Technology

Evgenia Lysova, VU University Amsterdam

Adrian Madden, University of Greenwich

Christopher Michaelson, University of St Thomas

Ruth Yeoman, University of Oxford and King's College London

Call for Papers - Ethics and the Future of Meaningful Work

Ethics and the Future of Meaningful Work

Submission deadline: October 31, 2020



Special Issue Guest Editors:

Evgenia I. Lysova (Vrije Universiteit Amsterdam, the Netherlands)

Jennifer Tosti-Kharas (Babson College, USA)

Catherine Bailey (King's College London, UK)

Luke Fletcher (Aston Business School, UK)

Peter McGhee (Auckland University of Technology, New Zealand)

Christopher Michaelson (University of St. Thomas, USA)

Recent years have seen a growing attention to the topic of meaningful work. In 2018-2019 alone, there appeared “in press” two literature reviews (Bailey, Yeoman, Madden, Thompson, & Kerridge, 2019; Lysova, Allan, Dik, Duffy, & Steger, 2019), a meta-analysis (Allan, Batz-Barbarich, Sterling, & Tray, 2019), an edited handbook (Yeoman, Bailey, Madden, & Thompson, 2019), and two journal special issues (one on meaningful work by Bailey et al., 2019; the other on the related concept of calling by Lysova, Dik, Duffy, Khapova, & Arthur, 2019). These developments signal not only rising interest in the concept but also raise a number of significant and, as yet, unanswered ethical questions that would benefit from interdisciplinary attention from business ethics and other disciplines. The value of business ethics for understanding meaningful work has been articulated in a paper published by Michaelson and colleagues (2014) in *Journal of Business Ethics*. The authors point to several research opportunities that require this interdisciplinary approach, including the extent to which ethics is integral or incidental to meaningful work, the question of the moral obligations of organizations to individuals, and the potential moral obligations of individuals themselves. More recent work concerned with the ethical antecedents to meaningful work has also called for more research at the ethics-meaningful work intersection (Lips-Wiersma, Haar, & Wright, In press).

In the *Journal of Business Ethics* Special Issue on “Ethics and the Future of Meaningful Work,” we are concerned with at least three perspectives: that of the worker (i.e., how meaningful or meaningless work can influence human flourishing), that of the employer (i.e., moral obligation and duty to create conditions that enable individuals to find meaningful work), and that of the market (i.e., how the market values meaning in relation to money) – as well as the interaction between these three levels of analysis. We are also interested in changes in the influence of technological conditions of work (e.g., automation of manufacturing, artificial intelligence), workplace environment (e.g., worker mobility; co-working arrangements; new ways of working; efforts around diversity, equity and inclusion; increas-

ing insecurity and work intensity), and generational (e.g., Millennial and Generation Z preferences) and geographical shifts in ethical issues related to and the priority of meaningful work. We invite scholars from various disciplines to submit their conceptual and empirical papers that would address any of these perspectives and phenomena. Potential research questions for consideration include, but are not limited to, the following:

- What does it mean to understand meaningful work as an ethical phenomenon?
- How do individuals in diverse cultures and societies negotiate the worthiness of their work?
- Do organizations have a moral obligation to provide meaningful work, and do people have a moral duty to perform meaningful work?
- What are the ethical implications when people seek meaningful work for which there is an insufficient market?
- When does meaningful work lead to or coincide with either ethical or unethical behavior?
- Do employers take advantage of employees who feel their work is meaningful?
- How will changes in the conditions of work (e.g., technology, workplace environment, and generational shifts) influence the ethical issues and priority of meaningful work?
- What is the responsibility of an individual and/or organization for sustaining a meaningful career?
- What moral obligations do organizations have towards helping individuals to develop and sustain a meaningful career trajectory?

Conferences Linked to the Special Issue The guest editing team invites scholars interested in submitting their work to this Special Issue to send their work in progress to one or both of the two conferences to which this Special Issue is linked. Please note that participation in these conferences is a way to receive feedback on the paper prior to submission, but is not a requirement for submitting to the Special Issue.

The first conference is the [4th International Symposium on Meaningful Work](#) that will take place on 22 June 2020 at King's College London, UK. If you are interested in participating, you are invited to submit an extended abstract of no more than 1,000 words to Professor Catherine Bailey (Catherine.bailey@kcl.ac.uk) by 27 March 2020. Any questions about this conference can be addressed to her as well. The second conference is [7th World Congress of the International Society of Business Economics and Ethics](#) (ISBEE) that will take place on 15-18 July 2020 in Bilbao, Spain. Track 7, entitled "Future of Meaningful Work," is hosted by one of the Special Issue guest editors, Professor Christopher Michaelson (cmmichaelson@stthomas.edu). Please address any questions about this conference to him.

Submission Instructions

Interested authors should submit their manuscripts online to the Journal of Business Ethics (JBE), preparing the manuscript according to the [JBE guidelines](#) provided on the journal website. Please note that all manuscripts need to be submitted through the Editorial Manager (<https://www.editorialmanager.com/busi/default.aspx>) by 31 October 2020, whilst indicating that it is a submission to this Special Issue. Please note that a paper submitted to this special issue cannot be resubmitted to a regular issue at the JBE. All manuscripts will go through a double-blind peer-reviewed process according to JBE's guidelines.

Any questions with regard to this Special Issue, please address to Dr. Jennifer Tosti-Kharas

jtostikharas@babson.edu) or Dr. Evgenia Lysova (e.lysova@vu.nl).

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PERSONNEL PSYCHOLOGY

THE STUDY OF
PEOPLE AT WORK

Personnel Psychology Special Issue

WHAT'S AGE GOT TO DO WITH IT?

AGE AND AGE-RELATED DIFFERENCES IN THE WORKPLACE

Special Issue Editors:

Margaret Beier, Rice University

Ruth Kanfer, Georgia Institute of Technology

Dorien Kooij, Tilburg University

Donald Truxillo, Kemmy Business School, University of Limerick

Industrialized workforces across the world are aging and growing more age-diverse. It is estimated that by 2024, 38.2% of workers in the United States will be age 55 or older (Toossi et al., 2015). Similarly, in about half of the European Union (EU) countries more than 20% of the workforce will be older than 55 in 2035 (Aiyar, Ebeke, & Shao, 2016). At the same time, the overall labor force participation rate is declining. In the United States it is estimated that the labor force participation rate will be 61% by 2026 (U.S. Bureau of Labor Statistics, 2017). Similarly, the EU workforce is expected to decline by 4.3 million people by 2020 (Eurostat, 2017), and it is expected to shrink further by 12% in 2030 and by 33% in 2060 compared with 2009 levels (European Commission, 2010). These low rates of workforce participation along with the aging workforce strain retirement systems and other social safety net programs. For example, while there were 3.8 people of working age for every dependent person over 65 in the EU in 2002, this number fell to 3.2 people in 2015. By 2020, there will be fewer than three people of working age for every dependent person over 65 in the EU (Eurostat, 2019). To combat this strain on retirement systems, many European governments are raising their official pension age, but labor market participation continues to decrease from age 50 onwards in Europe (Eurostat, 2017). In addition, with increased retirement ages, workplaces are growing more age-diverse, with younger and older people working together more frequently than in the past (Boehm, Kunze, & Bruch, 2014; Finkelstein & Truxillo, 2013).

To address the challenges associated with an aging workforce and lower workforce participation among older employees, it is critical to understand how to keep individuals working effectively and participating in the labor market across the lifespan. Researchers have called for studies to understand the attitudes, behavior, and wellbeing of workers across the lifespan (e.g., Hertel & Zacher, 2018; Kooij, Zacher, Wang, & Heckhausen, 2019; Kunze & Boehm, 2013; Truxillo, Cadiz, & Hammer, 2015; Zacher, Kooij, & Beier, 2018). Hence, organizations and researchers recently have focused their attention on understanding and managing age differences in the workplace and ensuring that younger and older workers work together effectively (Finkelstein et al., 2015).

This Special Issue focuses on mid-life and older adult workers and age-differences in the workplace. The goal is to highlight empirical work that offers insights into research on phenomena related to age at work; proposes and tests new theory; and/or integrates existing work to explain the role of age in em-

ployee attitudes, motivation, behavior, well-being, and retirement and how organizations and societies can enhance these outcomes for workers across the lifespan. Studies may use an array of methods including field methodological designs (e.g., longitudinal, multilevel, within-person, qualitative methods, interventions), meta-analyses, and experimental methods.

With the theme of investigating age within organizations in mind, we offer possible questions to be addressed by papers within the special issue. Topics may include, but are not limited to the following:

1. How can organizations support workers across the lifespan to enhance their ability and desire to continue to work? What are underlying processes and boundary conditions?
2. What are sources of age bias and discrimination, what are their consequences, and how can these be mitigated?
3. How can organizations better support and utilize the strengths of older workers?
4. How can organizations and societies support more vulnerable workers who must continue to work beyond their desired retirement age?
5. How effective are interventions designed to support workers of different ages? What are the consequences of these interventions for older versus younger workers?
6. What is the role of HR practices for supporting workers and sustaining their careers across the lifespan?
7. How can organizations best design workplace training and development opportunities to update skills and retrain older workers?
8. What is the role of (older) workers themselves in sustaining their careers across the lifespan? How do (older) workers self-regulate to be able and motivated to continue to work?
9. What are the underlying mechanisms that explain age-related changes in worker attitudes, performance, behavior, and well-being across the lifespan?
10. How can work be redesigned to support older workers?
11. What are the consequences of aging for different groups of older workers (e.g., men and women; different ethnic groups)? How do different groups of older workers deal with the aging process at work? Which subgroups of older workers can be distinguished based on aging trajectories?
12. How can employers manage age diversity at work? What is the role of inclusive HRM in mitigating negative effects or strengthening positive effects of age diversity?
13. Which factors lead to worker retirement or labor force participation after retirement and well-being during retirement? What are the roles of contextual factors (e.g., job design, (HR) policies, societal pressures) as well as workers themselves?
14. How can successful aging at work be operationalized, and which multilevel factors (e.g., self-efficacy, leadership, organizational climate) and self-regulation behaviors are associated with stability in addition to recovery (i.e., short-term growth) in relevant worker outcomes? What is the role of person-environment fit in successful aging at work?

Submission Process and Timeline

To be considered for the Special Issue, manuscripts must be submitted between August 1 and **August 31, 2020, with a final deadline of August 31, 2020 by 8:00pm U.S. Eastern Standard Time**. Papers for this Special Issue cannot be submitted prior to August 1, 2020. Submitted papers will undergo a double-blind review process and will be evaluated by at least two reviewers and a special issue editor. Final accep-

tance is contingent on the review team's judgments of the paper's contributions on four key dimensions:

1. Theoretical contribution: Does the article offer new and innovative ideas and insights or meaningfully extend existing theory?
2. Empirical contribution: Does the article offer new and unique findings, and are the study design, data analysis, and results rigorous and appropriate in testing the hypotheses or examining the research questions?
3. Practical contribution: Does the article contribute to the improved management of people in organizations?
4. Contribution to the special issue topic. Does the article contribute to the age in the workplace literature by explaining worker aging and age diversity within the bounds of organizations?

Authors should prepare their manuscripts for blind review according to the directions provided in the Publication Manual of the American Psychological Association (7th ed.). Formatting guidelines are also provided on Personnel Psychology's website, under "author guidelines": [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1744-6570](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1744-6570). Be sure to remove any information that may potentially reveal the identity of the authors to the review team.

Manuscripts should be submitted electronically at: <http://mc.manuscriptcentral.com/ppsy>

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The Careers Division of the Academy of Management 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 structures and functions; cross-cultural careers; and effects of demographic and social changes on work.

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