

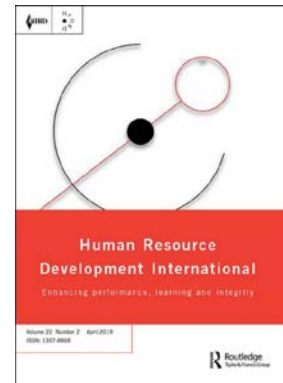
Special Issue Editor(s)

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Career Success and the International Human Resource Development

Career success, “the accomplishment of desirable work-related outcomes at any point in a person’s work experiences over time” (Arthur, Khapova, & Wilderom, 2005, p. 178), has attracted great attention in the field of Careers, Human Resources, and International Business due to its various individual, group-level, and organizational implications. Multiple dimensions of career success have been proposed and examined (e.g., promotion, financial achievement, subjective satisfaction, sense of fulfillment) together with various predictors and outcomes of career success.

Recently, more and more scholars have answered the call for situating career studies in specific contexts (Mayrhofer, Meyer, & Steyrer, 2007). For example, Smale et al. (2019) examined how the national culture moderates the relationship between proactive career behaviors and subjective career success.

Furthermore, the conceptualization of career success could vary depending on a certain context (Dries, 2011; Heslin, 2005). We still have limited insights into career success beyond managers and professionals in developed countries. More studies are needed to examine career success covering a broader range of occupations and contexts. For example, Thomas (1989) and Hennequin (2007) argued that the careers of blue collar workers progress differently from those of white collar workers. Therefore, the unique nature of blue collar workers’ careers would require different HR practices to enhance their sense of career success. In addition, the current pandemic has significantly influenced how individuals adapt to the new work context and redefine their careers and career success. Thus, it is extremely important for HR practitioners to develop post-pandemic appropriate practices that foster individuals’ career resilience and success (Ghosh, 2021; Mishra & McDonald, 2017). A deeper understanding of career success grounded in various contexts enables employers to

develop an optimal mix of standardized and differentiated approaches when managing their employees across the globe (Shen et al., 2015). Specifically, employers can incorporate universal dimensions of career success into their standardized HR practices and reflect differentiating factors of career success to develop context-specific HR practices.

This Special Issue (SI) aims to present career success from a multi-national and/or multi-contextual perspective. For instance, a study on the relationship between a specific HR practice (e.g., mentoring) and its positive effects on subjective career success of employees crossing multiple cultural contexts (Holtbrügge & Ambrosius, 2015) could be one of the many topics that are appropriate for this SI. In particular, this SI focuses on bringing together divergent perspectives on career success across the globe with a particular link to international human resource development. We invite scholars from Careers, Human Resources, and International Business fields to explore how career success has been examined and employed in varying national, occupational, and cultural contexts.

SUGGESTED THEMES FOR SPECIAL ISSUE

We are excited to gather diverse approaches on career success across national boundaries and cultural contexts that have potential implications for international human resource development (e.g., cross-cultural comparison of career success perceptions). We also encourage examining career success within cultural contexts that remain underrepresented throughout the world, such as developing and emerging economies. We welcome both *empirical papers* employing various methods including qualitative, quantitative, mixed-method, and other novel methods and *theoretical/review papers* making novel and meaningful contribution to the existing literature.

Possible themes on career success in understudied contexts and across varying boundaries that offer implications for international human resource development are but not limited to:

- Examining how career success is conceptualized beyond white-collar workers in developed countries and its implications for international HRD;
- Exploring perceptions, predictors, and/or outcomes of career success across different cultural and/or occupational contexts;
- Comparing and contrasting the link between career success and HRD in multiple contexts;
- Suggesting new HRD approaches in the fast-changing work context that help enhance individuals' career resilience and success;

- Presenting HRD practices that are tailored to the needs of a specific context and/or occupation;
- Systemically reviewing the extant literature on how contexts influence individuals' career success and corresponding HRD practices;
- Proposing a set of integrative, multi-contextual HRD practices targeting individuals' career success;
- Building a new theoretical framework that enhances our understanding of career success and HRD practices in varying contexts.

Submission Instructions

- October 15th, 2021 | Abstract (approximately 750 words) submission from interested authors. Please send the abstracts to yanshen@uvic.ca
- December 15th, 2021 | Abstract review and decision by Guest Editor Team
- April 15th, 2022 | Full Paper Submission due to HRDI for Special Issue. All submissions to be submitted through <https://www.tandfonline.com/toc/rhrd20/current>. Select Special Issue option in submission management system
- July 15th, 2022 | Selection complete by Guest Editor Team on manuscripts for Special Issue; authors to be notified by Guest Editor Team with review and feedback
- December 1st, 2022 | Resubmission of articles and peer reviewer process through HRDI through <https://www.tandfonline.com/toc/rhrd20/current>. Select Special Issue option in submission management system
- September 1st, 2023 | Issue finalized and completed

All contributions must have a specific cultural or global perspective and be broadly grounded within the field of HRD. ***For questions, please contact Dr. Yan Shen / Dr. Najung Kim.***