



The Career Forum

Mina Beigi, Editor & Melika Shirmohammadi, Associate Editor

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INTRODUCTION



Dear Career Division members,

As the new editor of CARs Division Newsletter, it is my pleasure to share the Winter edition of our Newsletter with you. I am delighted to have the opportunity to serve in this role and I will do my best to be effective! I would like to take this opportunity to thank Jos Akkermans for his outstanding work as the past editor of the newsletter. Jos has been very supportive during the past few months patiently responding to my never-ending emails and questions, which made the transition very easy for me. I also thank our past associate editor Rowena Blokker and wish her all the best in her life. Jos and Rowena's excellent performance has raised the bar and I hope we can keep up the same quality!

The new associate editor is Melika Shirmohammadi, who is an assistant professor in Human Resource Development at Idaho State University. Melika is a career scholar, a CARs Division member, and a lifelong friend and colleague. She has kindly offered her help and support, which is a huge blessing for me.

The newsletter will continue to share calls for journal and conference papers, book reviews, academy news, and member's publications and news, but it welcomes any other news that the members might find relevant to or useful for our members. I have added two sections to the newsletter that I hope you enjoy reading. First,

we will have a resource corner where we can share any source that can help us in teaching career-related topics to multiple audiences in various settings. The resources can include a wide range of materials including summaries of innovative activities, fiction and nonfiction books, and movies among others. In this issue, we have introduced a book and a few resources, but we will open this section to all the members for the next issue. The second addition to the newsletter is a fun little section called "did you know that ...?" in which we can share interesting information relevant to careers that we come across. Again, we provided material for this section, but I will seek input from all our members for the upcoming issues.

The newsletter depends on your input and please continue to share your news with us!

Happy reading
Mina

NEWS FROM THE CAREERS DIVISION



**Message from
our Division
Chair Scott
Seibert
2018 - 2019**

Dear Careers Division Members and Friends,
Welcome to the Career Division long time veterans, regular members, new members, and visitors. I am the Chair of the division for this year and I want to use this space to say a few words about where we are as a division, what we will be working on this year, and how you might get involved or benefit from the division.

The first thing I would like to note is the strong state of the Careers Division as I step into the role of Chair. Thanks to the efforts of the leadership team over the last several years, and in particular the membership committee, we have experienced a 5-year growth of 33%, with total membership in the division now over 900. Growth has been particularly strong among student members, who now make up 27% of our overall membership. Importantly, scholarly submissions to the AOM meetings have grown at an even higher pace than membership, suggesting that the Careers Division is effectively fulfilling its mission to support and promote high quality scholarship in the careers domain.

Speaking of the AOM meetings, I would like to thank members of the Careers Executive Committee (EC) for the time and energy they have already devoted and will devote through the rest of this year to putting together an exceptional academic and professional development program for the Careers Division in Boston in 2019. Please share with me a moment of appreciation for our incoming PDW Chair Jos Akkermans (VU Amsterdam), Program Chair Gina Dokko (UC Davis), Division Chair-elect Jamie Ladge (Northeastern U), and Outgoing Division Chair Bert Schreurs (Vrije U, Brussel),

The first major task the EC will be working on this year is our quinquennial (yes, that means every five years) division review. This will be a time for looking at all the great things we have accomplished as a division in the last five years and, more importantly, thinking about what we would like to accomplish in the next. The first step in this process is to administer a survey to the entire division membership to assess the level of members' satisfaction with the various services and opportunities the division offers. Please look for the survey in your inbox with the subject line CAR Division Membership Survey. There are several open-ended response questions, so please let us know your thoughts and feelings, hopes and dreams for the Career Division. The Executive Committee will compile and study those results and consult it regularly as we develop our division goals and plans for the next 5 years.

Second, I would like to make the members aware of a new initiative we are pursuing to meet the ongoing developmental needs of established and nascent careers scholars outside of the U.S. The Careers Division is sponsoring a Community Conference scheduled for February 14-15, 2020 hosted at WU Vienna on the theme of Careers in Diverse Contexts and Turbulent Times. The idea is to serve the needs of scholars, especially students and others new to the career area, who seek an opportunity to develop their work in an intimate and supportive conference setting. A detailed call for this conference will be issued in the early part of next year, so please be on the watch and start thinking now about a paper, symposium or PDW idea you might have in mind.

So, the immediate things you can do to contribute are, first, provide your thoughtful responses to the Careers Division survey; second, start thinking about work you might want to preview at the Vienna Community Conference; and third, volunteer as a reviewer, or think about running for a role on the Careers Division Board (details on that to come in a future missive).



**Message from
our Division
Chair Elect
Jamie Ladge**

Dear Careers Friends and Colleagues,

This past year, I was grateful for the opportunity to serve as our Division's Program Chair. With nearly double the submissions from the prior year, life got a bit hectic but as a work-family scholar and with wonderful predecessors I was well-prepared to handle the challenges and opportunities that come with this job. The best part of the role is making connections with scholars from around the globe and reviewing new and novel work being done by so many of our members!

As Program Chair, I also learned a lot about the significant time and energy that goes into making AOM a success. I am appreciative of the support I received including several words of encouragement from past and current executive committee members. We have a terrific team and I encourage all of you to get more involved in the division in whatever capacity suits you. I want to send special thanks to Gina Dokko, Emma Parry, Scott Siebert, Bert Scheurs and Corinne Post for all the advice, volunteer support and guidance they each provided along the way. I also want to thank all our presenters, reviewers, emergency reviewers, associate editors, award judges, session chairs, and discussants for making the program a huge success. In particular, I would like to give a huge shout out to our Plenary participants: Gary Powell, Lilia Cortina, Marla Baskerville-Watkins, Alison Konrad and Anne O'leary-Kelly for sharing their im-

pactful research and perspectives on the Career Impacts of the #MeToo Movement. It was a truly humbling experience to serve as the Program Chair and to see the fruit of all of our collective efforts.

Our division is in for a treat in the coming year for two important reasons. The first is the terrific AOM venue (yes, I have a bias toward Boston!). The second is that the Program will be led by Gina Dokko who is probably the most organized, efficient and well-prepared person that will ever take on this role. She is eager to make the program a success and I have no doubt she will far surpass my efforts! I'm equally excited about the many efforts that are being led by our other division leaders and volunteers including exciting initiatives aimed at increasing membership and engagement, fundraising, and Public Relations - each designed to make our division even more attractive to existing and new members. I'm also excited to see Jos Akkermans take over the role of PDW Chair. I have no doubt he will generate an excellent PDW and lively program. I am truly lucky to be part of this extraordinary team and am looking forward to another exciting year!

Jamie Ladge
Division Chair-elect



**Message from
our Division
Program Chair
Ginna Dokko**

Dear Careers Friends and Colleagues,

The August 2018 meeting was successful for the Careers Division, and I appreciated being able to participate as PDW Chair. We had a terrific PDW program that spanned our division's interests and needs for professional development. Like previous CAR PDW Chairs, my objective was to compose a multi-faceted program that included workshops on topical research areas, new research methods, and managing our own careers as academics. We were fortunate to get a number of strong proposals, and I wish I could have accepted all of them. I also wish I could have attended all of them, but I was able to at least visit each of the workshops and was gratified to see how well-attended they were. In addition to the perennially popular Doctoral Consortium and Careers in the Rough, we had an informative Editor's panel with Editors from top journals, and a special workshop in managing international career transitions, which was of special interest to our global membership. There were also popular workshops on research about women in STEM and fresh takes on careers within firms. Finally, the methods workshops, including one on sequence analysis and one on people analytics, were standing room only, perhaps reflecting the increased availability of "big data" about careers. These data let us ask new questions about people's careers, and address old questions in new ways, but often involve methods that are new to our membership. It's exciting to broaden our reach and welcome these new approaches

and the people who practice them into the CAR Division!

As you may know, PDW Chair is the first year of a five year leadership track for the CAR Division. I approached the role with a bit of trepidation; building on the success of the Division and measuring up to the excellent PDW programs of the last few years was going to be challenging. Fortunately, I had guidance and support from the whole Careers Executive Committee. In particular, I am very fortunate to directly follow Jamie Ladge on the leadership track; her organization and thoughtfulness made the job easy. I knew from serving as Division Secretary (2011-2014) that the CAR Division is welcoming and inclusive, but the true test comes when you really need help, and I'm glad to say that there were many people ready and willing to help whenever and for whatever. One of the responsibilities of the PDW Chair is our Division's PDW Social, and with the help of Reps-at-Large Emma Parry and Lauren Keating, our Treasurer Denise Jepsen, and the onsite help of incoming PDW Chair Jos Akkermans, it all came together beautifully. The event at Eatly in Chicago was notable for its great food and great company – as usual, the CAR Division came out to party!

I was also proud to represent our Division at an AOM-wide strategy meeting, where the CAR Division was featured as an exemplar for formulating and implementing strategy. The capable and forward-thinking leadership of Corinne Post (last year's Past Division Chair) and Bert Schreurs (last year's Division Chair) has put us in an excellent position, and Scott Seibert, our new Chair, and Jamie Ladge, our Chair-Elect will certainly contribute to the positive trajectory. As I move into the Program Chair position, I am delighted to welcome Jos Akkermans into the PDW Chair role. Jos' has already shown his commitment to

the CAR Division as a former Newsletter Chair and I look forward to the program he will put together for next year's meeting.

Participating in Division leadership 'lifts the curtain' on AOM operations, and I've learned a great deal about how divisions function and why AOM is as successful as it has been. Having the support of AOM and the CAR community, I had nothing to fear in becoming PDW Chair and I can look forward to moving along the leadership track. Volunteering with CAR is a wonderful way to serve the profession and give back to all of the people who make our community so

great. The global networks we develop, and the friendships that develop alongside, are enabled by our professional associations, and supporting them is rewarding and fun. CAR has a terrific slate of Reps at Large and volunteers, and it's so easy to get involved. The first time I attended a CAR Business Meeting at AOM, I ended up volunteering for the Membership Committee! Volunteer, attend one of our events, or run for office – you can find out more by reaching out to any of the Division's representatives or just by coming to the Business Meeting at AOM. Hope to see you there!





**Message from
our PDW
Chair Jos
Akkermans,
PDW Chair**

Dear colleagues,

After a great conference in Chicago in 2018, it is already time to start looking forward to Boston 2019. This time, you will have a slightly longer recovery period from the Christmas holidays and New Year with the submission deadline on January 15th 2019. However, why wait? The submission portals have officially opened and can be found at:

<https://submit.aom.org/2019/default.aspx>

For the upcoming conference in Boston, it is my great pleasure and honor to serve as your PDW chair. In this role, I hope to contribute to a productive and inspiring first two days of PDW sessions in the Careers division. Of course, whether I succeed in that goal is all up to you: we need good ideas and interesting workshops to be submitted! Whether you are a new doctoral student or a seasoned professor: everyone can submit a PDW proposal. You can find all the details in the full call for papers. To provide you with a few ideas, PDWs could focus on:

<http://aom.org/annualmeeting/submission/call/car/pdw/>

- Supporting career development of Academy members across career stages
- Incorporating innovative ways of data collection and analysis in career studies
- Exploring strategies for linking career studies with other disciplines (e.g., OB, HR, ENT) to enhance academic and practical impact
- Finding ways to get published in high-profile journals

- Connecting career scholarship and practice

This is not an exhaustive list in any way, and other suggestions are very welcome. If you have an idea, please talk to your colleagues with whom you want to set up a workshop. I am very happy and willing to support you in any way that I can, so feel free to reach out at j.akkermans@vu.nl. You can also find more information about what makes a great PDW at:

<http://aom.org/uploadedFiles/Meetings/annualmeeting/program/GoodPDWGuide.pdf>

I look forward to exchanging ideas with you about PDW sessions at the next AOM conference in Boston. In the past few years, I always found these workshops extremely inspiring and helpful, both as a participant and as a mentor. It is really exciting to contribute to these sessions as the PDW chair for next year, and I hope that together, we can make sure that CAR has a very strong and inspiring line-up. Many thanks in advance for sharing and submitting your workshop ideas!

Best wishes,

Jos

PDW Chair Academy of Management Careers Division

Associate Professor of Sustainable Careers

Vrije Universiteit Amsterdam, the Netherlands



**Message from
our Outgoing
Division Chair
Bert Schreurs**

Excerpt from the Chair's address at the 2018 AOM Business Meeting

The environment in which the Academy, and hence our Division, operates has drastically changed in the last few years. Because of political, economic and technological changes the environment has become more uncertain and more complex. Technology allows us to stay up-to-date with the latest developments in our field and to talk to colleagues without attending conferences. On the other hand, some of our colleagues, even if they would want to, are unable to attend the meeting. Whereas for a long time it was taken for granted that AOM was the number one global community for management and organization scholars, today AOM is facing the challenge of continuously proving its value to members, the profession, and the wider community. What goes for the Academy, also goes for our division. We need to think strategically about what the future may bring and how to prepare for that.

To this end, the Executive Committee formulated four strategic goals. The first goal, increasing membership, indicates that we want to grow as a division, but that we're equally interested in understanding why people are leaving the division. The second goal, member engagement, intends to get CAR members engaged both during and outside the annual AOM conference. The third goal, raising the division's profile, follows from the observation that the term "careers" is sometimes wrongly interpreted to mean that we provide career and placement services to

AOM members; a perception that we want to change. The fourth and final goal, ensuring financial stability, involves securing robust funding by reaching out to publishers, systematically helping executive committee members with making the 'ask' to their schools, applying for grants, etcetera.

It's with great pleasure and pride that I can announce that substantial progress has been made with respect to each of the four goals. Let me briefly show you a shortlist of this year's accomplishments.

- Our PDW Chair (Gina Dokko) and Program Chair (Jamie Ladge) succeeded in developing an exciting and inspiring program consisting of high-quality and high-profile contributions, including the 'Meet the Editors' panel discussion and the plenary session about the #metoo movement.
- We managed to build a stronger membership base, developed a volunteer strategy, and are taking steps to strengthen our ties with the AOM Community of Academy Senior Scholars (CASS).
- The first mid-year virtual 'Careers in the Rough' PDW took place in March 2018 and new "Member Engagement" initiatives are on the way.
- Last but not least, we're in a sound financial state.

I want to conclude by thanking a number of people. First, I would like to thank our sponsors for their generous contributions and support to our division. If it were not for them, we wouldn't find ourselves in this healthy financial position. Second, I want to thank all our volunteers and those who worked silently behind the scenes to make this event possible. Volunteers are the glue, mortar and nails, the substance that holds our com-

munity together and makes everything happen. Without volunteers, literally none of the things we need to make our division successful would happen. They provide the division with the gift of their time, which is impossible to put a value onto. Third, the Executive Committee members have been working relentlessly this past year. They have been giving their best all year long to get us to this point, and they are already planning ahead for the years to come. You would find it hard to believe the number of ideas they have brainstormed, the initiatives that were launched, and the number of things that are going on behind the scenes. These people are a joy to work

with; always positive and supportive; and always on the lookout for possibilities for positive change. A wholehearted 'thank you' to all of you for your immense work and support.

A final word to our incoming Division Chair, Scott Seibert. We all know that that Division is in good hands with Scott, whose experience will serve us well moving forward. I wish you all the best and hope you will enjoy this privileged journey as much as I did.

Proud to be serving,
Bert Schreurs
August 2018



NEWS FROM OUR MEMBERS

Old friend and Careers Division stalwart Michael Arthur, now Emeritus at Suffolk University, has taken up a gig as a contributor to Forbes.com. An editor there saw his recent book *An Intelligent Career* (with Svetlana Khapova and Julia Richardson) and invited him to join her team. Michael's "swim stream" is

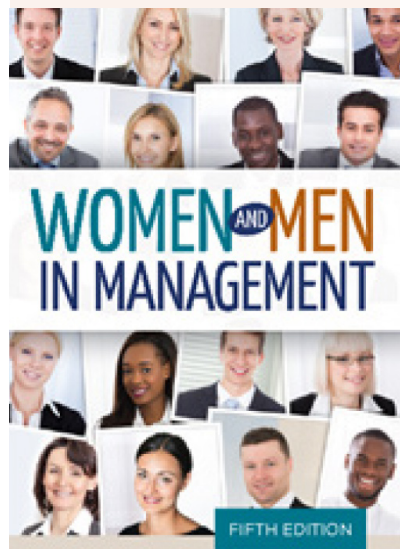
Career Ownership. He has already written 29 short articles, some of which you may find interesting for class discussion. He is also interested in any topics or case studies you might suggest for future articles. You can follow Michael at:

<https://www.forbes.com/sites/michaelbarthur/>



◆ Gary N. Powell has received the Richard Whipp Lifetime Achievement Award at the British Academy of Management Meeting in Bristol UK in September. The Richard Whipp Lifetime Achievement Award has been designed to reward the course of a career within the Business and Management field (British Academy Website).

◆ Gary N. Powell has published a new sole-authored book in July: Powell, G. N. (2019), *Women and men in management*, 5th edition. Los Angeles: Sage.



◆ Gary N. Powell with Jeffrey H. Greenhaus have received the Ellen Galinsky Generative Researcher Award at the Work and Family Researchers Network Meeting in Washington DC in June.



NEWS FROM OUR MEMBERS

Publications

- ◆ Akkermans, J., Paradniké, K., Van der Heijden, B.I.J.M., & De Vos, A. (2018). The best of both worlds: The role of career adaptability and career competencies in students' well-being and performance. *Frontiers in Psychology*, 9, 12 September. doi: 10.3389/fpsyg.2018.01678
- ◆ Baruch, Y., & Rousseau, D. M. (2018). Integrating psychological contracts and ecosystems in career studies and management. *Academy of Management Annals*, doi: 10.5465/annals.2016.0103
- ◆ Beigi, M., Shirmohammadi, M., & Arthur, M. (2018). Intelligent career success: The case of distinguished academics. *Journal of Vocational Behavior*, 107, 261-275. doi: 10.1016/j.jvb.2018.05.007
- ◆ Beigi, M., Shirmohammadi, M., & Otake-Ebende, L. (2018). Half a Century of Work–Nonwork Interface Research: A Review and Taxonomy of Terminologies. *Applied Psychology*. doi: 10.1111/apps.12168
- ◆ Beigi, M., Shirmohammadi, M., & Stewart, J. (2018). Flexible Work Arrangements and Work–Family Conflict: A Metasynthesis of Qualitative Studies among Academics. *Human Resource Development Review*, 17(3), 314-336. doi: 10.1177/1534484318787628
- ◆ Burmeister, A., Van der Heijden, B.I.J.M., Yang, J., & Deller, J. (2018). Knowledge transfer in age-diverse co-worker dyads in China and Germany: How and When do Age-Inclusive Human Resource Practices have an Effect? *Human Resource Management Journal*, 28, 605–620. doi: 10.1111/1748-8583.12207
- ◆ Chang, W. H., Wu, C. H., Kuo, C. C., & Chen, L. H. (2018). The role of athletic identity in the development of athlete burnout: The moderating role of psychological flexibility. *Psychology of Sport & Exercise*, 39, 45-51. doi: 10.1016/j.psychsport.2018.07.014
- ◆ Davis, A.S., & Van der Heijden, B.I.J.M. (2018). Reciprocity Matters: Idiosyncratic Deals to Shape the Psychological Contract and Foster Employee Engagement in Times of Austerity. *Human Resource Development Quarterly*, 1-27. doi: 10.1002/hrdq.21327
- ◆ Deng, H., Guan, Y., Wu, C. H., Erdogan, B., Bauer, T. & Yao, X. (2018). A relational model of overqualification: The role of interpersonal influence on overqualified employees' social acceptance and performance. *Journal of Management*, 44, 3288-3310. Doi: 10.1177/0149206316668237
- ◆ Fasbender, U., Van der Heijden, B.I.J.M., & Grimshaw, S. (2018). Job satisfaction, job stress and nurses' turnover intentions: The moderating roles of on-the-job and off-the-job embeddedness. *Journal of Advanced Nursing*. doi: 10.1111/jan.13842
- ◆ Havermans, L., Van der Heijden, B.I.J.M., Savelsbergh, C., & Storm, P. (2018). 'Is That All There Is? A Qualitative In-Depth Multi-Source Approach on the Motivation Behind a Project Management Job and its Experiences'. *Project Management Journal*.



- ◆Manuti, A., Curci, A., & Van der Heijden, B.I.J.M. (2018). The meaning of working for young people: the case of the millennials. *International Journal of Training and Development*. doi: 10.1111/ijtd.12138
- ◆Notelaers, G., Van der Heijden, B.I.J.M., Guenter, H. Nielsen, M.B., & Einarsen, S.V. (2018). Unravelling interpersonal conflicts, aggression and bullying at workplaces. *Frontiers in Psychology*, 9, article 1743. doi: 10.3389/fpsyg.2018.01743
- ◆Powell, G. N., Greenhaus, J. H., Jaskiewicz, P., Combs, J. G., Balkin, D. B., & Shanine, K. K. (2018). Family science and the work-family interface: An interview with Gary Powell and Jeffrey Greenhaus. *Human Resource Management Review*, 28(1), 98-102. doi: 10.1016/j.hrmr.2017.05.009
- ◆Selvarajah, C., Meyer, D., De Waal, A., & Van der Heijden, B. (2018). Dutch managerial leadership strategies: Managing uncertainty avoidance, feminine-related social roles, organisation prosperity focus, and work orientation within a Polder framework. *Contemporary Management Research*, 14(2), 87-120. doi: 10.7903/cmr.18279
- ◆Semeijn, J., Van der Heijden, B.I.J.M., & De Beuckelaer, A. (accepted). Personality traits and types in relation to career success: An empirical comparison using the Big Five. *Applied Psychology: An International Review*.
- ◆Shirmohammadi, M., Beigi, M., & Stewart, J. (forthcoming). Understanding skilled migrants' employment in the host country: A multidisciplinary review and a conceptual model. *International Journal of Human Resource Management*.
- ◆Sullivan, S. & Al Ariss, A. (forthcoming).
- Employment after retirement: A review and framework for future research, *Journal of Management*.
- ◆Van der Heijden, B.I.J.M., Peeters, M., Le Blanc, P.M., & Van Breukelen, W. (2018). Job characteristics and experience as predictors of occupational turnover intention and occupational turnover in the European nursing sector. *Journal of Vocational Behavior*, 108, 108-120. doi: 10.1016/j.jvb.2018.06.008
- ◆Wang, Y., Wu, C. H., Parker, S. K., Griffin, M. A. (2018). Developing goal orientations conducive to learning and performance: An intervention study. *Journal of Occupational and Organizational Psychology*, 91, 875-895. doi: 10.1111/joop.12227
- ◆Wu, C. H., Parker, S. K., Wu, L. Z. & Lee, C. (2018). When and why people engage in different forms of proactive behavior: Interactive effects of self-construals and work characteristics. *Academy of Management Journal*, 61, 293-323. doi: 10.5465/amj.2013.1064
- ◆Yoshikawa, K., Kokubo, A., & Wu, C. H. (2018). A cultural perspective on gender inequity in STEM: The Japanese context. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 301-309. doi: <https://doi.org/10.1017/iop.2018.19> (STEM: Science, technology, engineering, and mathematics)
- ◆Yoshikawa, K., Wu, C. H., & Lee, H. (2018). Generalized Social Exchange and Its Relevance to New Era Workplace Relationships. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 486-492. doi: 10.1017/iop.2018.100

NEWS FROM AOM 2018 – CAREERS DIVISION

Awards

Best International Paper Award

Mihaela Dimitrova, Sherwin Chia, Cheryl Tay
Expatriates on the Go: International Business Travel during Expatriation



Michael Driver Best Applied Paper Award

Tenace Setor, Damien Joseph, & Kim Yin Chan
Entrepreneurial, Occupational and Leadership Dimensions: Analysis of Multiple Role Career Patterns



Best Overall Paper Award

Ying Zhou, Min Zou, Stephen Woods & Chiahuei Wu
The Restorative Effect of Work after Unemployment: An Intra-Individual Analysis of Subjective Well-Being Recovery through Re-Employment



ArnonReichers Best Student Paper Award

Keimei Sugiyama, Jamie Ladge, & Kathleen Kenney
Careers in Construction: Developing Career Identity out of Redefining Moments



Best Symposium Award

HyeJoon Park & Forrest Briscoe (Organizers)
Careers in Professional Service Firms



Reflection on a PDW

PDW: Work in the Age of Intelligent Machines: Towards Disciplinary Convergence

Kevin Crowston, Mary-Beth Watson-Manheim, Ingrid Erickson, Jeffrey V. Nickerson crowston@syr.edu, mbwm@uic.edu, imericks@syr.edu, jnickerson@stevens.edu

Artificial intelligence (AI) and machine learning are becoming increasingly prevalent in the workplace. While much media and academic attention has focused on forecasts of the displacement of workers, less attention has focused on ways AI might change the nature of work, and in particular ways AI might generate new jobs or mitigate the displacement of workers.

To explore these questions, a Professional Development Workshop (PDW) titled Work in the Age of Intelligent Machines: Towards Disciplinary Convergence was held at the Academy of Management Annual Meeting on 11 August 2018 in Chicago, USA. The PDW was part of a series of workshops supported by a National Science Foundation sponsored Research Coordination Network on Work in the Age of Intelligent Machines (<http://waim.network>, grant 17-45463). It brought together more than 50 researchers from academia, government and industry to address the future of work by identifying key research questions on the topic which merit further study.

The PDW started with a keynote address from Debaleena Chattopadhyay, Department of Computer Science, University of Illinois—Chicago on the topic Virtual Characters in Health-Related Assessments and Interventions: Some Sociotechnical Implications. The goal of the keynote was to provide a common example of an application of AI (a virtual character, i.e., an animated human figure capable of natural language spoken dialogue) to ground the following discussions.

PDW participants then worked individually on a shared document to brainstorm possible research questions (the document is available at <http://waim.network/AOMPDW18>). These questions were grouped into a number of higher-level themes: design and impacts of virtual characters in particular; approaches for translating what we know about work into system design; impacts on individual workers, team processes and design, work practices, jobs and careers, education, organizations and society; division of labour in developing systems; legal, policy, critical and ethical questions; and questions about research methodology.

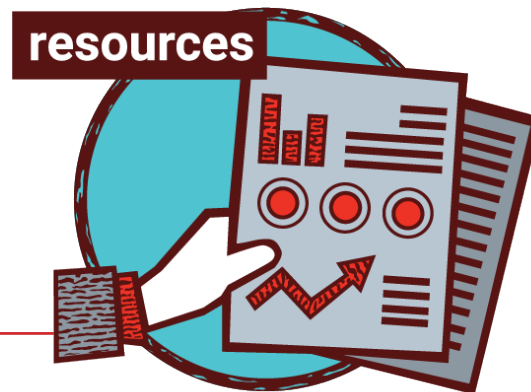
A sampling of proposed research questions across these topics includes:

- How will AI systems change interpersonal relationships at work?
- What happens to creativity in the workplace with such systems?
- What are the implications for power and control?
- What roles in teams could be effectively filled by an intelligent system?
- Which industries will be most affected?
- If systems can perform entry-level work, what positions will be available for humans entering a profession? How will newcomers learn the necessary skills?
- How is work on intelligent systems being funded and performed, and what are the implications of this for work involving these systems? Who decides what is automated and what assumptions drive these decisions?
- How can systems be monitored for errors?
- Who is accountable for errors made by an AI system?
- What are the implications of increased system capabilities for needed or valued human skills?



Resource corner

Non-Fiction



“What now?” by Ann Patchett is a short and easy-to-read essay book on the author’s commencement address at Sarah Lawrence College. This stirring essay by bestselling author captures the experience of anyone transitioning from one life stage to another, whether graduating or changing careers.

Career Self-Assessment Exercises on the Internet

1. Careeronestop

<https://www.careeronestop.org/>

Careeronestop is a website Sponsored by the U.S. Department of Labor that offers easy-to-understand workforce information helpful to job seekers, students, workers, workforce intermediaries, and employers.

For teaching purposes, this website includes self-assessments and a collection of videos from hundreds of careers. Enjoy exploring!

2. The Princeton Review Career Quiz

<https://www.princetonreview.com/quiz/career-quiz>

This test can help students with estimating their personal interests and workstyles. This test is online, free, has 24 questions, and suits a quick class activity!

3. Kingdomality (Just for Fun!)

<https://kingdomality.com>

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CALL FOR PAPERS

Advances in Strategic Management

Employee Inter- and Intra-Firm Mobility: Taking Stock of What We Know, Identifying Novel Insights and Setting a Theoretical and Empirical Agenda

Volume Editors: Daniel Tzabbar, Bruno Cirillo and Gino Cattani

Submission deadline: March 31, 2019

Introduction

Studies have argued and demonstrated that employee mobility has significant implications for the ability of organizations to transform their capabilities and increase their competitive advantage. Over the past decade, scholars in strategic management, economics and sociology have been paying increasing attention to the strategic implications of the internal employee mobility (i.e., lateral vs. promotion) and of the external employee mobility (i.e., within and between industries; move to rivals and employee entrepreneurship). Overall, three streams of research have received growing attention. Drawing mainly from the knowledge-based view and behavioral theory of the firm, one such stream has focused on learning-by-hiring and/or losing talent. Cumulatively, this research has examined the conditions in which mobile employees affect the learning rates and changes in the organizational capabilities of both the firms losing workers and those hiring them.

The second stream has used economic and strategy lenses to examine the antecedents and consequences of employee mobility for rival firms and of employee entrepreneurship via spinouts. Relatedly, scholars in this tradition highlight the importance of various dimensions of employees' human and social capital in the context of internal and external employee mobility.

The third stream, using a sociological lens, has focused on how employees' social context affects their opportunity and motivation to move within firms as well as to move to other firms and to start spinouts. Furthermore, it also focused on the micro-mechanisms contributing to isomorphism across firms, and of when mobility results in gains or losses of status at the firm and individual levels.

A common theme across these streams is that organizational know how is embedded in the minds of individuals and that their movement within and across firms serves as a conduit for the

transfer of critical knowledge. There is disagreement, however, on the degree of discretion people have over that knowledge and on the mechanisms that enhance or limit their ability to utilize that knowledge and expertise within and across firms. More critically, the lack of a unifying conceptual structure within and across these domains limits our ability to gain comparative insights regarding the varying effects of the various mechanisms associated with each type of mobility. Does the diversity of perspectives on mobility enrich or fragment our understanding of them? Alternatively, does it undermine our understanding by encouraging a proliferation of uncorroborated ideas? The diversity of theoretical lenses, contexts and methods motivates the current call for a critical theoretical integration.

The goal of this volume in *Advances in Strategic Management (AiSM)* is to identify new theoretical and empirical directions to the study of employee mobility, covering a broad set of theoretical frameworks, which can be embedded in strategic, organizational, sociological or entrepreneurial theories. **We seek thought provoking papers designed to provide novel insights into the antecedents and consequences of employee mobility at the industry, firm, team and individual levels of analysis.** Our objective is also to search for new areas and methods in which to test novel propositions on employee mobility, as well as to spark debates among scholars. Therefore, we also welcome contributions from different epistemological approaches and from all empirical contexts where issues of employee mobility are relevant to organizational and individual performance. In particular, we would like to encourage the corroboration and development of individual perspectives and conditional analyses of the boundaries of adjacent perspectives. Although we favor empirical contributions, we will also consider theoretical development and conceptual papers.

Expected Contributions

Types of contributions

- Empirical papers with an emphasis on testing theories and/or integrating them
- New theoretical and conceptual development
- Open debate: Critical theoretical and empirical commentary on published papers, whose authors will be invited to respond (e.g., critical replications and additions to existing research)
- Research notes
- Reviews of empirical challenges and opportunities in the study of inter- and intra-firm mobility

Suggested topics for contribution

- Tensions between and complements to various theoretical perspectives on employee mobility. For example, how can the sociological perspective inform KBV in the context of mobility?
- The importance of the technological and social context for the relationship between mobility and the transformation of the firm
- Investigations of the various theoretical mechanisms associated with each type of mobility, such as the direction of internal employee mobility (i.e., lateral vs. promotion) and the direction of external employee mobility (i.e., within and between industries; a move to a rival or to employee entrepreneurship)
- Novel insights into market push and pull forces that drive employees' decisions to remain with

their current employer, move to a rival firm, or start a new venture

- Insights into the antecedents and consequences of different types of mobility, such as:
 - Seasoned employee vs. rookie
 - Prolific vs. non-prolific employee
 - Individual vs. collective employee mobility
- Industrial and temporal dynamics of each type of employee mobility, such as:
 - Life cycle of the industry: How do patterns of mobility and types of individuals moving around change in different stages of the life of the industry?
 - How do the characteristics of individuals moving to a new industry in its emerging stage shape the evolution of the industry (e.g., the industry's future competitive directions)?
 - When and under what conditions does the effect of mobility vary in different stages of the life of the firm?
 - Does the effect of mobility vary between early and late career mobility?
- Novel empirical approaches to studying the antecedents and consequences of intra- and inter-firm mobility and employee entrepreneurship.

Submission Guidelines

Submissions are due no later than March 31, 2019. All papers submitted must represent original research not previously published elsewhere. All submissions will be subject to in-depth review, and editorial decisions and revision requests will be communicated to authors by June 30, 2019. Revised papers will have to be submitted by September 30, 2019. The targeted publication date for the volume is early to mid-2020.

To submit a paper, send an email to Daniel Tzabbar (dt396@drexel.edu) and/or Bruno Cirillo (bruno.cirillo@skema.edu). To ask questions about the content of this AiSM volume or the editorial process, please contact any of the volume's editors, as well as Gino Cattani (gcattani@stern.nyu.edu), who is the AiSM series editor.

Further information about the AiSM series is available at:

<http://emeraldgroupublishing.com/products/books/series.htm?id=0742-3322>

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.

About Careers Division

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.

NEXT ISSUE

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: m.beigi@soton.ac.uk