Contributors

Teun Aalbers, Radboud Alzheimer Centre, Radboudumc, Nijmegen and Department of Geriatric Medicine, Radboudumc, Nijmegen, the Netherlands. Teun Aalbers holds a Master’s degree in Human Movement Sciences and a Bachelor’s degree in Sport and Health Management. He is currently doing a PhD on the relationship between healthy living and brain ageing at the Department of Geriatric Medicine at the Radboudumc in Nijmegen. His main research interests are healthy living, behaviour change, cognition and applied gaming. His work has been published in international peer-reviewed journals including the Journal of Medical Internet Research and Ageing Research Reviews.


P. Matthijs Bal, University of Bath, UK. P. Matthijs Bal is Reader at the School of Management, University of Bath. He obtained his PhD cum laude at VU University Amsterdam with research on psychological contracts of older workers. He worked at Erasmus University Rotterdam and VU University Amsterdam prior to moving to Bath. His research interests concern the ageing workforce, individualization of work arrangements, psychological contracts, and the impact of fictional narratives in the workplace. He has published in a wide range of journals, including the Journal of Management Studies, Journal of Vocational Behavior and PLOS ONE.

Yehuda Baruch, Southampton Business School, University of Southampton, UK. Yehuda Baruch (DSc Technion, Israel, PostDoc at City University and London Business School) is a Professor of Management and Research Director of the School of Management at the University of Southampton. His research interests and writing have been extensive and wide ranging, with particular focus on careers and global HRM, including over 115 refereed papers, including in Journal of Management, Human Resource Management, Organizational Dynamics, Journal of Vocational Behavior, Human Relations and Organization Studies and over 45 books and book chapters. He is Associate Editor of Human Resource Management (US), former Editor of Group & Organization Management and Career Development International and former Chair, Careers Division, Academy of Management.

Claudia Bernhard-Oettel, Stockholm University, Sweden. Claudia Bernhard-Oettel, PhD, is Associate Professor in Psychology and senior lecturer for Research Methods at the Department of Psychology, Stockholm University and researcher in the field of Work...
and Organizational Psychology. Her focal research interests relate to changing employment contracts and job transitions in relation to individual employability, well-being, justice perceptions and possibilities for competence transfer. Her work has been published in international peer-reviewed journals including *European Journal of Work and Organizational Psychology, Career Development International, Work & Stress, Applied Psychology: An International Review*, and the *International Journal of Human Resource Management*.

**Tanja Bipp, Open University of the Netherlands, Heerlen, the Netherlands.** Tanja Bipp, PhD, is Associate Professor of Work and Organizational Psychology at the Faculty of Psychology and Educational Sciences of the Open University of the Netherlands. Her research interests include the effects of individual differences at work, work motivation, the consequences of goals and feedback, job design, as well as work and health. Her work has been published in international peer-reviewed journals including *Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology, Journal of Personnel Psychology, Personality and Individual Differences* and *International Journal of Selection and Assessment*.

**Nikos Bozionelos, Audencia, Nantes, France.** Nikos Bozionelos is Professor of Organizational Behavior and Human Resources Management and Head of the Research Axis Organization and Value Chain Management in Audencia School of Management, Nantes. He holds visiting positions in institutions that include Renmin University of PR China and Hull University Business School (UK). He is Senior Editor for *Asia Pacific Journal of Management*, and his research interests include careers, individual differences, social capital and organizational politics. He has published in excess of 50 articles – the vast majority of them single or first-authored – in journals indexed by Thomson Reuters, and his individual research impact, indicated by the $h_i$ index (www.harzing.com), exceeds 20.

**Jon P. Briscoe, Northern Illinois University, USA.** Jon P. Briscoe is Professor of Management in the College of Business at Northern Illinois University. He is a co-founder of the Cross-Cultural Collaboration on Contemporary Careers (the 5C Group) and a past president of the Careers Division of the Academy of Management. His research centres around managing new careers from both employee and employer perspectives, with emphasis primarily upon the ‘protean’ career. In addition he studies cross-cultural differences in career success and career management as well as leadership and leadership development. He teaches in undergraduate as well as graduate business programmes and has been recognized by his students with several teaching awards. He is Co-Editor of *Careers Around the World: Individual and Contextual Perspectives* and has published his work in peer-reviewed journals such as *Career Development International, Journal of Occupational and Organizational Psychology, Journal of Vocational Behavior and Personnel Psychology*.

**Maximilian B.W. Buyken, Justus Liebig University Giessen, Germany.** Maximilian B.W. Buyken is a PhD student in the Department of Work and Organizational Psychology at Justus Liebig University Giessen. His research focuses on career development, (adults’) career adaptability in the face of economic stressors, career exploration in particular, and the effects of career-related behaviour on well-being. He has presented
his work at conferences such as the annual meeting of the Academy of Management and is co-author of a book chapter on career adaptability as a form of proactive coping.

**An De Coen, IDEA Consult, Belgium.** An De Coen is researcher in Labour Market and Socio-Economic Policy at IDEA Consult. After finishing her PhD on the role of age and employability regarding job search and retirement intention at the KU Leuven in 2012, she joined IDEA Consult and continued working as a research fellow at the Research Centre for Organisation Studies, Faculty of Business and Economics, KU Leuven. Her main research interests focus on the labor market participation of different age groups, employability and factors contributing to individuals’ employability, such as training and education.

**Nele De Cuyper, research group Work, Organizational and Personnel Psychology, KU Leuven, Belgium.** Nele De Cuyper is Assistant Professor at the research group Work, Organizational and Personnel Psychology (WOPP). The research group is part of the Research Unit Occupational and Organisational Psychology and Professional Learning (O2L) from the Faculty of Psychology and Educational Sciences, KU Leuven. Her main research areas are: employability and job insecurity in relation to both occupational well-being and careers, and with a focus upon precarious employment (for example, temporary employment, outplacement). She has published her work in, for example, *Journal of Organizational Behavior, Journal of Vocational Behaviour, Journal of Occupational and Organizational Psychology, The European Journal of Work and Organizational Psychology* and *Work & Stress*.

**Sara De Hauw, Vlerick Business School, Belgium.** Sara De Hauw, PhD, currently works as a Post-Doctoral Research Associate at the Area People and Organisation of the Vlerick Business School. She obtained her PhD in 2014 at KU Leuven, Belgium. In her dissertation she investigated the individual and contextual antecedents, and the career consequences of work–home balance. In her current research she focuses on work–home balance, well-being and careers. Her work has been published in international peer-reviewed journals, including *Journal of Vocational Behavior* and *Journal of Business and Psychology*.

**Annet H. De Lange, Department of Human Resource Management, HAN University of Applied Sciences, Nijmegen, the Netherlands.** Dr Annet De Lange works as Professor of Human Resource Management (Lector) at the HAN University of Applied Sciences in Arnhem and Nijmegen, and as Visiting Professor at the faculty of Social Sciences of the University of Stavanger in Norway. Moreover, she is director of a Dutch Knowledge Centre focusing on sustainable work ability (NKDI; including representatives from the Dutch government, municipalities, unions, large-scale and medium-sized companies, Healthy Ageing Northern Netherlands, temporary agencies, and researchers) which aims to develop evidence-based interventions to facilitate healthy ageing at work. Her research activities have been focused on ‘HRM and sustainable work ability of ageing workers’. Her research has been successful, culminating in a *cum laude* doctorate, several honorary prizes (IBM Frye Stipendium, André Büsßing Memorial Prize, Stichting Praemium Erasmianum Prize, the *Journal of Occupational Health Psychology* Best Paper of Past Ten Years Award), national and international grants, and publications in occupational health journals.
Peggy De Prins, Antwerp Management School, Belgium. Peggy De Prins, PhD, is Academic Director of the Master’s in HRM programme and Professor in various Master’s classes at Antwerp Management School and the University of Antwerp, Faculty of Economics and Business Administration. Her research interest crosses the borders of labour sociology, HRM, organizational behaviour and sustainability, that is, sustainable HRM, quality of work, employee engagement and positive organizational behaviour.

Ans De Vos, Antwerp Management School and University of Antwerp, Faculty of Economics, Antwerp, Belgium. Ans De Vos, PhD, holds the SD Worx chair ‘Next generation work: Creating sustainable careers’ at the Antwerp Management School, Antwerp and is Full Professor at the University of Antwerp, Faculty of Economics, Department of Management. She is also a research fellow at the Faculty of Business and Economics, KU Leuven. Her focal areas of interest are career development, sustainable career management and psychological contracts, which she approaches both from an individual and organizational perspective. She is academic director of the ‘Leadership and Career Development’ track of all full-time Masters programmes organized at the Antwerp Management School. Her work has been published in international peer-reviewed journals including Journal of Organizational Behavior, Journal of Vocational Behavior, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology and Career Development International.

Hans De Witte, Research Group Work, Organizational and Personnel Psychology, KU Leuven, Belgium; Optentia Research Focus Area, North-West University, South Africa; Vanderbijlpark Campus, North-West University, South Africa. Hans De Witte is Full Professor in Work Psychology at the Faculty of Psychology and Educational Sciences of KU Leuven, where he is a member of the research group Work, Organizational and Personnel Psychology (WOPP) – part of the broader Research Unit Occupational and Organisational Psychology and Professional Learning (O2L). He is also Extraordinary Professor at the Optentia Research Programme at the North-West University of South Africa (Vanderbijlpark Campus). His research includes the study of the psychological consequences of job insecurity, unemployment, temporary employment and downsizing, as well as mobbing and job stress (for example, burnout) versus well-being at work (for example, work engagement). He has published in journals such as the European Journal of Work and Organizational Psychology, Work & Stress, Journal of Occupational and Organizational Psychology and Applied Psychology: An International Review. He is a member of the European Network of Work and Organizational Psychologists (ENOP) and of the executive board of the Scientific Committee Unemployment, Job Insecurity and Health of ICUH.

Nicky Dries, KU Leuven, Belgium. Nicky Dries is a Professor of Organizational Behaviour at KU Leuven and a Research Fellow at Vlerick Business School. She held visiting appointments at VU Amsterdam, University of Tilburg, Wirtschaftsuniversität Vienna, Reykjavik University, and a Fulbright scholarship at Boston University. Her primary research interests are talent, potential and success – specifically, the interplay of organizational-strategic and individual-psychological factors in shaping careers. Nicky is on the board of the Journal of Vocational Behavior, Journal of World Business and
European Journal of Work and Organizational Psychology. She supervises four research projects on talent management, co-supervises the Flemish Policy Research Centre for Work and Social Economy, and is involved in two cross-cultural projects on careers: the 5C Project and the Career Adaptability/Life Design project.

Nikolai Egold, Psychology School, Fresenius University of Applied Sciences, Frankfurt, Germany. Nikolai Egold is Professor of Applied Social and Work and Organizational Psychology in the Department of Health and Social Sciences at the Fresenius University of Applied Sciences. After his PhD in Work and Organizational Psychology at Goethe University, he worked at the Goethe University and at the Fresenius University of Applied Sciences. Nikolai’s research interests focus on social identity processes in organizations, customer orientation and customer satisfaction as well as forms of organizational citizenship behaviour. He has published in academic journals such as the Journal of Change Management, Journal of Occupational and Organizational Psychology, Journal of Personnel Psychology and European Journal of Work and Organizational Psychology.

Chen Fleisher, Utrecht University School of Economics (USE), Utrecht University, and Faculty of Economics and Business Administration, VU University Amsterdam, the Netherlands. Chen Fleisher is a researcher in Organizational Behavior and Entrepreneurship. He is currently a Postdoctoral Research Fellow at Utrecht School of Economics, and a Lecturer at Amsterdam Business Research Institute, where he also completed his Doctoral degree. His PhD research on individual and organizational outcomes of self-directed career management was funded by a prestigious research grant from the Netherlands Organisation for Scientific Research (NWO). Chen possesses a combination of extensive commercial experience and immersion in the research environment as an entrepreneur and human resources specialist. His current work revolves around talent management, intrapreneurship, employee engagement, organizational development and community involvement.

Anneleen Forrier, KU Leuven, Belgium. Anneleen Forrier, PhD, is Associate Professor at the University of Leuven, Faculty of Economics and Business. Her research interests include employability, careers, (re)employment and ageing. She published her research in leading scholarly journals such as the Journal of Occupational and Organizational Psychology, Journal of Vocational Behavior, Career Development International, Journal of Management Studies and Ageing & Society.

Franco Fraccaroli, University of Trento, Italy. Franco Fraccaroli is Professor of Work and Organizational Psychology at Trento University. His research interests include ageing and late careers in organizations, work stress and psychosocial risks in the workplace. He is a fellow of SIOP (Society for Industrial and Organizational Psychology) and IAAP (International Association of Applied Psychology) and a member of several editorial boards for international scientific journals. He served as President of the European Association of Work and Organizational Psychology. He is Co-Editor (with L. Finkelstein, D. Truxillo and R. Kanfer) of the book Facing the Challenges of a Multi-age Workforce: A Use-inspired Approach, (Psychology Press, in press).

Ariane Froidevaux, University of Lausanne, Switzerland. Ariane Froidevaux, MA, is a doctoral candidate and graduate teaching assistant at the Institute of Psychology at the
University of Lausanne. Her doctoral thesis aims to develop a relational perspective on identity challenge and adjustment during transition to retirement. Her research interests include transition to retirement, social support, identity, and meaningful work and meaning in life during the second half of career development. She also works as a career counsellor psychologist at the Counselling Service of the University of Lausanne.

**Jeffrey H. Greenhaus, Drexel University, Philadelphia, USA.** Jeffrey H. Greenhaus, PhD, is Professor of Management and William A. Mackie Chair at Drexel University’s LeBow College of Business. His research, which focuses on career dynamics and work–family relationships, has been published in many of the field’s leading journals, including *Academy of Management Review, Academy of Management Journal, Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Organizational Behavior, Human Relations, and Journal of Vocational Behavior*. He is author or editor of five books and is currently preparing a book on the work–family interface with Gary N. Powell that will be published by Routledge Press.

**David E. Guest, King’s College, London, UK.** David E. Guest is Professor of Organizational Psychology and Human Resource Management in the Department of Management at King’s College, London. His main research interests concern the relationship between human resource management, organizational performance and employee well-being; the individualization of employment relations and the role of the psychological contract; flexibility and employment contracts; and the impact of the changing nature of careers. He sits on several editorial boards and has published in a wide range of journals including the *Journal of Organizational Behavior, Journal of Occupational and Organizational Psychology, Journal of Vocational Behavior, Human Relations, British Journal of Industrial Relations* and *Academy of Management Journal*.

**Douglas T. Hall, Boston University, USA.** Douglas T. (Tim) Hall is the Morton H. and Charlotte Friedman Professor of Management in the School of Management at Boston University. He has held faculty positions at Yale, York, Michigan State and Northwestern Universities, as well as visiting positions at Columbia, Minnesota, the US Military Academy at West Point, Boston College, the University of Canterbury (NZ), and the Center for Creative Leadership. His research deals with careers, work–family dynamics, and leadership development.

**Andreas Hirschi, University of Bern, Switzerland.** Andreas Hirschi, PhD, is Full Professor and Chair of Work and Organizational Psychology at the University of Bern. He obtained his PhD from the University of Zurich and subsequently worked at the Pennsylvania State University, the Leuphana University of Lueneburg, Germany, and at the University of Lausanne, Switzerland. His major research interests are career counseling, career development and well-being at work.

**I.M. Jawahar, Office of the Provost, Illinois State University, Normal, USA.** I.M. ‘Jim’ Jawahar (PhD, Oklahoma State University) is Associate Provost of Illinois State University. His main areas of research include performance appraisal, fairness perceptions, stress and work–life balance, academic integrity, citizenship and counterproductive work behaviors. Jim’s research has appeared in the *Journal of Applied Psychology, Academy of Management Review, Journal of Management, Labor Relations, and Personnel*
Psychology. Jim is the Editor of Career Development International and serves on editorial boards of several journals, including Group and Organization Management and Journal of Managerial Psychology.

Clare Kelliher, Cranfield University, UK. Clare Kelliher, BSc, MA, PhD, is Professor of Work and Organisation at Cranfield School of Management, Cranfield University. Clare holds a PhD in Organisational Behaviour from the London Business School, an MA in Industrial Relations from the University of Warwick and a first degree in Management from the University of Surrey. Her research interests centre around the organization of work and the management of the employment relationship. Clare is the author of many published papers and book chapters and regularly speaks at national and international conferences.

Svetlana N. Khapova, Faculty of Economics and Business Administration, VU University Amsterdam, the Netherlands. Svetlana N. Khapova is a Professor of Careers and Organization Studies at the Faculty of Economics and Business Administration of the VU University Amsterdam and the Scientific Director of Amsterdam Business Research Institute (ABRI). Her research focuses on the link between careers and institutions. She studies individual careers as a resource upon which both individuals and organizations draw to innovate. She has published her research in journals including the Journal of Vocational Behavior, Journal of Organisational Behavior, Human Relations, and Career Development International, among others. She was the 2011–2012 Division Chair of Careers Division of the Academy of Management.

Ulla Kinnunen, University of Tampere, Finland. Ulla Kinnunen, PhD, is Professor of Psychology at the School of Social Sciences and Humanities in the University of Tampere. Her present research interests focus on occupational well-being from the perspectives of stress, burnout and recovery, including research on job insecurity and temporary employment, leadership and the work–family interface. She has published extensively in these areas both internationally and nationally, and serves as an Associate Editor of Work & Stress.

Ute-Christine Klehe, Justus Liebig University Giessen, Germany. Ute-Christine Klehe is head of the Department of Work and Organizational Psychology at Justus Liebig University Giessen. Her research interests lie in the areas of career adaptability (especially as a form of proactive coping among adults), personnel selection, as well as typical vs. maximum performance. She is Associate Editor of Applied Psychology: An International Review and consulting Editor of the Journal of Applied Psychology. Her work has been published in, among others, the Journal of Applied Psychology, Personnel Psychology, Journal of Vocational Behavior, Human Performance, and International Journal of Selection and Assessment.

Dorien Kooij, HR Studies, Tilburg University, the Netherlands. Dorien Kooij is Assistant Professor at the Department of Human Resource Studies of Tilburg University. Her research focuses on ageing at work, and in particular on HR practices for older workers, on how work motivation changes with ageing, and on job crafting. She has published in international peer-reviewed journals such as the Journal of Organizational Behavior, Work & Stress and Psychology and Aging.
Markus Latzke, WU Vienna University of Economics and Business, Interdisciplinary Institute for Management and Organizational Behaviour, Austria. Dr Markus Latzke is Assistant Professor at the Interdisciplinary Institute of Management and Organisational Behaviour, WU Vienna. He conducts research in the field of safety climates in health care organizations, where, for example, he investigates the potential of interventions such as Critical Incident Reporting Systems for organizational learning. His research interest in career studies focuses on stability and change, and currently centres on Bourdieu’s theory of practice, which he mainly applies in the context of a longitudinal study on changes in managerial careers (Vienna Career Panel Project). His research has been published in various academic journals, including the German Journal of Research in Human Resource Management and the Journal of Vocational Behavior.

Barbara S. Lawrence, UCLA Anderson Graduate School of Management, UCLA, USA. Barbara S. Lawrence is Professor of Human Resources and Organizational Behavior at the Anderson Graduate School of Management, UCLA. Her current research examines organizational reference groups, internal labour markets, organizational norms, career expectations and the accumulation of disadvantage. In 2009 she received the Everett Cherrington Hughes Award for her contributions to interdisciplinary research on careers. She received the 1998 Outstanding Publication in Organizational Behavior Award from the Academy of Management. She serves on the editorial board of Organization Science.

Anne Mäkikangas, University of Jyväskylä, Finland. Anne Mäkikangas, PhD, is an Adjunct Professor in Work Psychology. She received her PhD from the University of Jyväskylä in 2007. Among other posts she has held, she has since worked as an Associate Professor of Work Psychology. Currently, she is an Academy Research Fellow for the Academy of Finland. She has experience in examining occupational well-being from the perspectives of personality, job stress and positive psychology. In addition, she has expertise in research methodology, especially in person-centred methodology and longitudinal data analysis. She has published over 50 national and international papers and book chapters on these topics.

Saija Mauno, University of Jyväskylä, and University of Tampere, Finland. Saija Mauno, PhD, is Professor of Psychology at the School of Social Sciences and Humanities at the University of Tampere and researcher at the University of Jyväskylä, Finland. Her research interests cover the work–family interface, temporary employment, job insecurity, and stress and coping from the perspectives of employee well-being and health. She has published extensively, including in the European Journal of Work and Organizational Psychology, Work & Stress, International Journal of Stress Management, Community, Work & Family, and the Journal of Business and Psychology.

Wolfgang Mayrhofer, WU Vienna University of Economics and Business, Interdisciplinary Institute for Management and Organizational Behaviour, Austria. Wolfgang Mayrhofer is Full Professor and Head of the Interdisciplinary Institute of Management and Organisational Behaviour, WU Vienna. He has previously held full-time positions at the University of Paderborn and at Dresden University of Technology, Germany. He conducts research in comparative international human resource management and leadership, work careers, and systems theory and management and has received national and international rewards for outstanding research and service to the academic community.
He has authored, co-authored and co-edited 27 books, more than 110 book chapters and 70 peer-reviewed articles. Wolfgang Mayrhofer is a member of the editorial or advisory board of several international journals and research centres.

**Anke Milissen, KU Leuven, Belgium.** Anke Milissen graduated in Business Economics at the KU Leuven and completed her education with a Master-after-Master’s degree in Human Resource Management at the Antwerp Management School. She is currently working as a Business Analyst in an international consultancy firm, a job which perfectly combines her passion for Human Resources with her curiosity in business.

**Katharina Näswall, Canterbury University, New Zealand.** Katharina Näswall, PhD, works as Senior Lecturer at the Department of Psychology, University of Canterbury. Her primary research interests concern employee resilience, well-being, and performance in uncertain working conditions, the role of unions and organizations in creating healthy workplaces, as well as employability and career transitions in an increasingly boundaryless working life. Her work has been published in international peer-reviewed journals including the *Journal of Occupational Health Psychology, Stress & Health, Work & Stress, Career Development International, European Journal of Work and Organizational Psychology.*

**Katharina Pernkopf, WU Vienna University of Economics and Business, Interdisciplinary Institute for Management and Organizational Behaviour, Austria.** Dr Katharina Pernkopf is Assistant Professor at the Interdisciplinary Institute of Management and Organisational Behaviour, WU Vienna. Her research projects are located in the wider field of organizational institutionalism and comparative HRM. She is interested in how work practices are influenced by the interaction of organizational rules and demands of the institutional environment. Currently she is exploring ‘talent management’ and related concepts as well as their implications for individuals in their everyday employment situation from a French pragmatist perspective (convention theory). Her work has been published in the *Journal of Management Inquiry, ESEEN, Personnel Review* and the *European Journal of Cross-Cultural Competence and Management.*

**Pascale Peters, Radboud University, Institute for Management Research, Nijmegen, the Netherlands.** Pascale Peters is Associate Professor at Radboud University, Nijmegen (IMR). Her main area of expertise relates to flexible work arrangements, in particular part-time work, home-based telework, New Ways to Work, and working carer arrangements. She is a member of the editorial board of *Community, Work & Family* and the *International Journal of Work Innovation.* She has participated in several internal research projects and has published in international books and journals (for example, *Work, Employment & Society, Human Resource Management, Human Relations, Equality, Diversity and Inclusion, Community, Work & Family, The International Journal of Human Resource Management, Human Resource Management Journal, International Journal of Employment Studies and International Journal of Manpower*) and Dutch books and journals (for example, *Gedrag & Organisatie, Tijdschrift voor Genderstudies*).

**Johanna Rantanen, University of Jyväskylä, Finland.** Johanna Rantanen, PhD, is currently working as Adjunct Professor in the field of guidance and counselling in the Department of Teacher Education, University of Jyväskylä. Her research has focused on the work–family interface, occupational well-being and personality from
psychological and longitudinal study perspectives. She has published in, among others, the *Journal of Vocational Behavior*, *Journal of Occupational and Health Psychology* and *Work & Stress*.

**Julia Richardson, York University, Canada.** Julia Richardson, PhD, is Associate Professor of Organizational Behavior at York University, Toronto, Canada. Her main areas of research are internationally mobile professionals, flexible work practices, and career identities and callings. She is currently Associate Editor for *Career Development International* and the *International Journal of Management Reviews*. Julia has published her work in a wide range of journals including *Management International Review*, *British Journal of Management*, *Journal of World Business*, *Career Development International* and the *International Journal of Human Resource Management*.

**Ricardo Rodrigues, Kingston University, UK.** Ricardo Rodrigues, PhD, is a senior lecturer in the Department of Management at Kingston Business School, London. He is also co-director of the Centre for Research on Employment, Skills and Society. His main areas of research are boundaryless careers, career boundaries and career orientations. His work has been published in the *Journal of Vocational Behavior*, *Human Relations* and *Career Development International*.

**Carina Rohr, WU Vienna University of Economics and Business, Institute for Human Resource Management, Austria.** Carina Rohr is a Research Assistant at the Institute for Human Resource Management at WU Vienna. Her research interests include career transitions with a Bourdieuan lens, sustainable HRM and ethical perspectives in international HRM. In one ongoing research project she is investigating the role of HRM and HR practices concerning human rights issues in international sustainability reporting of MNEs. Further research is located in the field of critical management studies and focuses on organizational discourses in organizational changes processes with an institutional theoretical framework.

**René Schalk, HR Studies, Tilburg University, the Netherlands.** Professor René Schalk is a faculty member of the Department of Human Resource Studies at Tilburg University and holds a special chair in Social Work at Tilburg University in the Netherlands. He is Extraordinary Professor at the School for Human Resources Sciences at the Potchefstroom Campus of North West University in South Africa. His research focuses on organizations and employees, with a special interest in psychological contracts, international differences, policy issues and social work. He is Associate Editor of the *Journal of Managerial Psychology*. His research has been published in journals such as *Journal of Organizational Behavior*, *Management and Organization Review*, *Human Resource Management Review* and *Journal of Occupational and Organizational Psychology*.

**Mette M. Schipper, Faculty of Economics and Business Administration, VU University Amsterdam, the Netherlands.** Mette M. Schipper is an entrepreneur in the hospitality and hotel industry. She has a Bachelor of Applied Science degree in Hospitality Management and a Master’s degree in Human Resource Management. Her research areas include corporate volunteering and employees’ career development, and the influence of these on organizational development. In November 2013 she started her own business and opened a small boutique hotel in Amsterdam.
Thomas M. Schneidhofer, University of Seeburg Castle (USC), Austria. Dr Thomas M. Schneidhofer is Full Professor for Organisation and HRM at the USC. He is also a research fellow at the WU Vienna and the AAU Klagenfurt. His focal areas of interest are career theory and research on power/domination, both of which are flavoured with the theory of practice inspired by Pierre Bourdieu. His work has been published in international peer-reviewed journals including the Journal of Vocational Behavior, German Journal of Research in Human Resource Management, Management Revue, Equality, Diversity and Inclusion – an International Journal and the Journal of Occupational and Organizational Psychology.

Jesse Segers, Antwerp Management School and University of Antwerp, Belgium. Jesse Segers, PhD, is Professor of Leadership and Organizational Behaviour at the Antwerp Management School. His research interests are leadership and leadership development with a special interest in coaching and identity development, postmodern careers, and age effects on motivation, personality and values at work. He is the Academic Director of The Future Leadership Initiative.

Luc Sels, KU Leuven, Belgium. Luc Sels, PhD, is Dean of the Faculty of Economics and Business at KU Leuven. He is full professor at the Research Centre for Organisation Studies at KU Leuven, and part-time professor at the Simon School of the University of Rochester, where he teaches in the Rochester-Bern EMBA. Luc Sels is actively involved in labour market policy research and policy advice. He serves on the Belgian High Council for Employment and is Director of the Policy Research Centre for Work and Social Economy. His primary substantive research interests centre around labour market dynamics, active ageing, and workforce differentiation. His research has been published in journals such as the Journal of Management, Journal of Management Studies, Journal of Applied Psychology, Journal of Organizational Behavior, Human Resource Management Journal and Labour Economics.

Judith H. Semeijn, Faculty of Management, Science and Technology, Open University of the Netherlands, Heerlen, the Netherlands. Judith H. Semeijn, PhD, is an Associate Professor in Strategic Human Resource Management in the faculty of Management, Science and Technology at the Open University of the Netherlands. She is also Chair of the Organisation Department in the faculty of Management, Science and Technology. She obtained her PhD at Maastricht University. Her focal areas of research are: sustainable employability and labour participation, HRM and careers. Her research has been published in national and international peer-reviewed journals, including Human Resource Management and Personnel Review.

Thomas H. Stone, Department of Management, Spears College of Business, Oklahoma State University. Thomas H. Stone (PhD, University of Minnesota, I/O psychology) has been a Professor of Management at Oklahoma State University since 1989. He has also served on the faculties of the University of Iowa, York and McMaster Universities in Ontario, Canada. Tom has published two HR texts, Understanding Personnel Management and Human Resource Management in Canada (with Noah Meltz and Lauren Falkenberg). His research spans several areas, including competency modelling, performance appraisal, academic integrity, leadership, decision-making and absenteeism, and has published in the Journal of Applied Psychology, Academy
Donald M. Truxillo, Portland State University, USA. Donald M. Truxillo is a Professor of Psychology at Portland State University in Portland, Oregon. His work examines issues related to older workers, personnel selection, and occupational health and safety. He has published over 70 peer-reviewed journal articles and book chapters. He is currently on the editorial boards of six peer-reviewed journals. He served as Associate Editor for the *Journal of Management* and is currently an Associate Editor at *Work, Aging and Retirement*. He is a fellow of the American Psychological Association, Association for Psychological Science, the International Association for Applied Psychology, and the Society for Industrial and Organizational Psychology (SIOP). His research has been supported by the Society for Human Resource Management (SHRM) Foundation and the National Institute for Occupational Safety and Health (NIOSH).

Monique Valcour, EDHEC Business School, Nice, France. Monique Valcour, PhD, is Professor of Management at EDHEC Business School in France. Her research programme focuses on sustainable careers, work–life integration, and human resource and performance management. Her research has been published in journals including *European Management Journal, Human Relations, Industrial Relations, International Journal of Human Resource Management, Journal of Applied Psychology and Journal of Vocational Behavior*, and she also blogs for *Harvard Business Review*. Monique Valcour coaches leaders to engage and energize their employees, and she helps individuals align their careers with their strengths and passions. She is a frequent external speaker and workshop leader.

Lou Van Beirendonck, Antwerp Management School, Belgium. Lou Van Beirendonck, PhD, is Academic Director of the Master Class in HRM and Professor in various Masters’ and Master classes at Antwerp Management School. He is the pioneer in assessment centres in Belgium and is known for his work in competence and talent management.

Karen Van Dam, Faculty of Psychology and Educational Sciences, Open University of the Netherlands, Heerlen, the Netherlands. Karen Van Dam, PhD, is Full Professor of Work, Organizational and Personnel Psychology at the Faculty of Psychology and Educational Sciences at the Open University of the Netherlands. Her research focuses on how employees adapt to changes in the work situation, including adaptation and emotion regulation, change and learning, and sustainable careers and entrepreneurship. She is currently Chief Editor of *Gedrag & Organisatie*, a Dutch journal of work and organizational psychology, and has published in journals including the *Journal of Applied Psychology, Journal of Management, Journal of Vocational Behavior, Journal of Occupational and Organizational Psychology and Personality and Individual Differences*. 
Anja Van den Broeck, Human Relations Research Group, KU Leuven, Belgium and Optentia Research Focus Area, North-West University, South Africa. Anja Van den Broeck, PhD, is a work and motivation psychologist. She is Assistant Professor at the faculty of Economics and Business at KU Leuven. Her research goal is to examine how, and under which circumstances, individuals may thrive at work. Her research unravels the interplay between job design and other HR practices, well-being and motivation. She has published her research in journals such as the Journal of Vocational Behavior, Work & Stress and Journal of Occupational and Organizational Psychology and is part of the editorial board of the latter journal.

Beatrice I.J.M. Van der Heijden, Radboud University, Institute for Management Research, Nijmegen and Open University of the Netherlands, Heerlen, the Netherlands. Beatrice I.J.M. Van der Heijden, PhD, is Head of the Department Strategic HRM at the Radboud University, Institute for Management Research, Nijmegen, the Netherlands, and Professor of Strategic HRM at the Open University of the Netherlands. She is Vice-Director of a Dutch Knowledge Centre focusing on sustainable work ability (NKDI; including representatives from the Dutch government, municipalities, unions, large-scale and medium-sized companies, Healthy Ageing Northern Netherlands, temporary agencies, and researchers) which aims to develop evidence-based interventions to facilitate healthy ageing at work. Her main research areas are: career development, employability, and ageing at work. She is Associate Editor of the European Journal of Work and Organizational Psychology, and has published in, among others, Career Development International, Human Resource Development Review, Human Resource Management, Journal of Career Development, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Vocational Behavior and Work & Stress.

Rolf Van Dick, Institute of Psychology and Center for Leadership and Behavior in Organizations, Goethe University, Frankfurt, Germany. Rolf Van Dick is Professor of Social Psychology in the Department of Psychology at Goethe University. After his PhD in Social Psychology at Philipps-University (Marburg, Germany), he worked at Aston Business School (Birmingham, UK) and was visiting professor in Tuscaloosa (USA, 2001), Rhodes (Greece, 2002) and Kathmandu (Nepal, 2009). He has been Editor-in-Chief of the British Journal of Management and is currently Editor-in-Chief of the Journal of Personnel Psychology. Rolf’s research interests focus on social identity processes in organizations and he has published more than 200 books, chapters and papers in academic journals such as the Academy of Management Journal, Journal of Applied Psychology, Journal of Organizational Behavior, Journal of Marketing and Journal of Personality and Social Psychology.

Marloes L. Van Engen, HR Studies, Tilburg University, the Netherlands. Marloes L. Van Engen works as Assistant Professor in the Department of Human Resource Studies, and holds a position as gender policy advisor at Tilburg University. Her research focuses on diversity and inclusion in organization, gender and inequality and work–life issues in organizations. She has published in, among others, Psychological Bulletin, Leadership Quarterly, Career Development International, Organizational Behavior and
Handbook of research on sustainable careers


**Joris Van Ruysseveldt, Open University of the Netherlands, Heerlen, the Netherlands.** Joris Van Ruysseveldt, PhD, is Associate Professor of Work and Organizational Psychology at the Faculty of Psychology and Educational Sciences, Open University. He is also a research fellow at the Faculty of Psychology and Educational Sciences, KU Leuven. His focal areas of interest are sustainable employment, proactivity, organizational change, workplace learning and well-being. His work has been published in international peer-reviewed journals including the *Journal of Vocational Behavior, Work & Stress, European Journal of Work and Organizational Psychology, Cognitive, Affective, & Behavioral Neuroscience* and *International Journal of Stress Management.*

**Sarah Vansteenkiste, KU Leuven, Belgium.** Sarah Vansteenkiste, PhD, is postdoctoral researcher at the Faculty of Economics and Business at KU Leuven. She is also senior researcher at the policy research centre Work and Social Economy, KU Leuven. In her research she mainly focuses on unemployment and job search behaviour, reemployment of older persons and boundaries of boundaryless careers. She has published in international peer-reviewed journals such as the *Journal of Vocational Behavior* as well as in national policy journals.

**Annelies E.M. Van Vianen, University of Amsterdam, the Netherlands.** Annelies E.M. Van Vianen is Full Professor of Organizational Psychology, and Chair of the Department of Work and Organizational Psychology at the University of Amsterdam. Her research interests are career development, person–environment fit, adaptability, ageing, leadership, and employee well-being. Her work has been published in international peer-reviewed journals including *Personnel Psychology, Academy of Management Journal, Journal of Organizational Behavior, Journal of Vocational Behavior, International Journal of Selection and Assessment, Leadership Quarterly,* and *Psychological Science.* She serves or has served on several journal review boards, as guest editor, and as Editor of *Behavior & Organization.* She is a member of, among others, the European Society for Vocational Designing and Career Counselling, and the Life Design International Research Group.

**Tinka Van Vuuren, Faculty of Management, Science and Technology, Open University of the Netherlands, Heerlen, the Netherlands; Loyalis Consult, Heerlen, the Netherlands.** Tinka Van Vuuren holds a chair in Strategic Human Resource Management, i.e. Vitality Management at the Open University of the Netherlands. Since 2002, she has been actively involved in activities for the Dutch Institute of Psychologists (NIP). Since 2006, Tinka Van Vuuren has also worked as senior adviser at APG/Loyalis. Her research concerns sustainable employment, employability, workability, vitality, work and health policies, sickness absence, job insecurity, active ageing, and mobility. She advises and conducts research for all kinds of work organizations, several employers’ organizations, the Ministry of Labour and Social Affairs, and the Ministry of Education. She is (co)author of numerous scientific articles.

**Marijke Verbruggen, KU Leuven, Belgium.** Marijke Verbruggen, PhD, is Associate Professor at the Faculty of Business and Economics, KU Leuven. Her focal areas of interest are career development, work–life issues, person–environment fit, underemployment...
Contributors

Claartje J. Vinkenburg, VU University Amsterdam, the Netherlands. Claartje J. Vinkenburg, PhD, is Associate Professor of Organizational Behavior at VU University Amsterdam and works as an independent consultant. Her research, partly funded by the European Research Council, deals with gender and ethnic diversity in professional and academic careers, critically exploring the impact of implicit bias, normative beliefs, and discursive practices on selection and promotion processes, career patterns and outcomes. Claartje teaches Diversity in Organizations (MSc, HRM) and supervises various PhD candidates. She has written various book chapters and has published in the *Academy of Management Review*, *Journal of Social Issues*, and *Leadership Quarterly*.

Sara Zaniboni, University of Trento, Italy. Sara Zaniboni, PhD, is an Assistant Professor of Work and Organizational Psychology in the Department of Psychology and Cognitive Sciences, University of Trento. Her main research interests include ageing in the workplace, the retirement process, and work integration of people with mental disabilities. She has participated in national and international research on these topics. Dr Zaniboni has published in numerous international academic journals, such as the *European Journal of Work and Organizational Psychology*, *Organizational Psychology Review*, *International Journal of Manpower*, *Journal of Career Assessment*, *Anxiety, Stress & Coping*, *British Journal of Social Psychology*, *Psychiatric Rehabilitation Journal*, and *Journal of Occupational Rehabilitation*. She is a member of the editorial board of *Work, Aging and Retirement*.

Jelena Zikic, School of Human Resource Management, York University, Toronto, Canada. Jelena Zikic is an Associate Professor in the School of Human Resource Management at York University, Toronto. She developed her expertise in the area of career transitions, stress and coping. Her research interests focus on individual and organizational career management issues of diverse populations, migrants most recently. Her work has appeared in journals such as the *Journal of Organizational Behavior*, *Human Relations*, *Journal of Vocational Behavior* and *Journal of Occupational and Organizational Psychology*. 

and unemployment. Her work has been published in international peer-reviewed journals including the *Journal of Vocational Behavior*, *Journal of Career Assessment* and *Gender, Work and Organization*. 

Claartje J. Vinkenburg, VU University Amsterdam, the Netherlands.

Sara Zaniboni, University of Trento, Italy.

Jelena Zikic, School of Human Resource Management, York University, Toronto, Canada.