Index

Title of publications are shown in *italics*.

360° feedback 423–5
Abbott, A. 53
Abele, A.E. 194
academic integrity and misconduct 400–401
and work behaviour 401–10
accommodative HR practices 294
action learning 426–7
adaptability 191–3
measurement 341
and retirement intention 343, 344, 345
and self-directedness 337, 342
see also career adaptability
affective dimension, work–home balance 230
Agars, M.D. 292
age
as barrier to job transfer 390–92
effects of aging 288–9
job insecurity 171
and push–pull factors 376
second half of careers 287–99
and sustainable labour participation 149–50
see also older workers; retirement
agency 3–4
and career sustainability 8–9
aging 272, 350
and cognitive functioning 254–5
effects of aging 288–9
aging population 272–3, 287, 304
Ajzen, I. 260
alcohol
and cognitive functioning 257
workplace intervention programs 266–7
ambivalent identification 101, 104
Anderson, D.A. 119
Appraisal Theory 166–7
appropriability, social capital 68
Ariely, D. 409
Arlington, K. 83
Armstrong-Stassen, M. 277, 294
Arnold, J. 148
*Art Worlds* (Becker) 434
Artazcoz, L. 246
Arthur, J.B. 326
Arthur, M.B. 1, 2, 6, 10, 51, 52, 69, 176, 177, 178, 179, 213, 275, 337, 364, 367, 436, 439–40
ascriptive characteristics, and social capital 73–4
Asher, I. 38
Ashford, S.J. 197, 198, 199, 200
Ashforth, B.E. 101, 104, 106, 110, 112, 113
attribution theory 209
Auer, P. 44
Baglioni, S. 76
Bagozzi, R.P. 99
Bakker, A.B. 25, 227, 231, 233
Bal, P.M. 154, 306, 308, 312, 313, 314
Baldwin, T.T. 385
Baltes, B.B. 291, 355
Baltes, M.M. 230
Baltes, P.B. 314
Bandura, A. 36, 260
Bardwick, J. 294
Barnett, R. 243
Barnett, S.M. 383
Barney, J. 206
Barris, Chuck 417
Baruch, Y. 84, 364, 367, 374
Bateman, T. 197
Bauer, T. 199
 Bazerman, M. 207
Beck, V. 274
Becker, H.S. 434
Beehr, T.A. 345
behaviour and social capital 72
behavioural approach, employee adaptation 192
Benko, C. 28
Bennett, R.J. 398
Bennis, W. 417
Berg, J. 214
Bergami, M. 99
Berlinger, L.R. 439
Berntson, E. 162
Berry, C.M. 400
Betsworth, D.G. 42
Beutell, N. 240
Biemann, T. 293
Boundaryless Career, The (Arthur and Rousseau) 437
boundaryless careers 10, 117, 365
boundaryless mindset 177, 186
Bourdieu, P. 53, 61, 67
Bozionelos, N. 74, 76, 77
brain circulation 367, 374
brain drain 367, 374
Brandl, J. 322
Brandstädter, J. 339
Briscoe, J.P. 177, 181, 341, 417, 421
Brunetto, Y. 356
Bullinger, M. 107
Burdorf, A. 150
Burt, R.S. 51
Byron, K. 291
Campbell Interest and Skills Survey (CISS) 422–3
Campion, M.A. 291
Canada, remote working 118–28
Cantrell, S.M. 28, 29
capabilities, benefits of corporate volunteering 92
capital 53–5; see also career capital; cultural capital; economic capital; social capital
Cappelli, P. 20, 213
care and career 131–42
career actions 370
career actors 368–9
career adaptability 35–46
adverse effects 37
definition 35, 36
positive effects 36, 43–4
see also adaptability
career and care 131–42
career capital 51–3
and corporate volunteering 83–95
relational 50–62
career capitalism 117
career coaching 27
career competences 51, 177–8
and intention to retire 335–46
measurement 180–81
and psychological mobility 178–9, 180–85
career control 205–20
and career outcomes 215–19
external influences 210–13
personal factors 213–14
remote workers 127–8
career control frontier 214–15
career counselling, and retirement transition 360–61
career decisions 224–9
and work–home balance 229–33
Career Development in Organizations (Hall) 440
Career Dynamics: Matching Individual and Organizational Needs (Schein) 435
career ecosystems 364–78
career entrenchment 40
career exploration 38–9
career fields 54
transitions and career capital 55–8
career identification 99–100
career phase
and adaptability 39–40
and sustainability 11
career research, development of 433–8
career satisfaction
and career control 216, 218
measurement 341
and retirement intention 339, 344–5
and self-directedness 338, 344
career self-management 24–6
career support 26–8, 329–30; see also Human Resource practices
career systems 369
career theories, late careers 275–8
careers, definition 2, 51, 364, 436
Careers In and Out of Organizations (Hall) 441
Careers in Flanders survey 339–40
Careers in Organizations (Hall) 435
Careers Interest Group 435
Carlson, D. 240
Carstensen, L.L. 230
Cartwright, S. 360
Cavanaugh, M.A. 168
Cazes, S. 44
Ceci, S.J. 383
CES (Career Exploration Survey) 38–9
Chalofsky, N. 353, 354
chance events, and career adaptability 42
Charles, S.T. 307
Chen, D.J.Q. 167
children, effect of parents working non-standard hours 244–5
Index

Christie, J. 359
Chronic Flexibility (CF) 54
CISS (Campbell Interest and Skills Survey) 422–3
client interactions 153
coaching 27
facilitating job transfer 392–3
Cocchiara, F.K. 69
coercive isomorphism 325
cognitive abilities, and age 288
cognitive dimension, work–home balance 230
cognitive functioning
and lifestyle behaviour 255–8
and sustainable work ability 254–5
workplace lifestyle interventions 261–7
Cohen, L. 53, 54
Coleman, J.S. 68–9
Collins, C. 198, 199
Combes, P-P. 69
community, and sustainable careers, older workers 299
Company World (CW) career field 54, 57, 58
competencies 381
competency management 323
transfer after job transitions 381–96
see also career competences
connections
benefits of corporate volunteering 92–3
see also networking
conscientiousness, and work behaviour 400
Conservation of Resources (COR) theory 338–9
and late careers 277
Container Store (The) 29
contingency approach to HRM 310
Continuity (ROC model) 326–7, 331
continuity over time 7–8
continuity theory 351
control 205–9; see also career control
Conway, E. 294
Cook, R.F. 267
COR, see Conservation of Resources theory
Corporate Social Responsibility (CSR) 94–5, 146
corporate volunteering 83–95
organizational benefits 90–93
counterfactual reflection, retirees 358
counterproductive work behaviours (CWB) 398
and academic misconduct 401–10
measurement 404
and personality 399–400
Craig, L. 243, 244
Crant, J. 197
Creed, P.A. 195, 197
CSR (Corporate Social Responsibility) 94–5, 146
cultural capital 54
and career transitions 57
culture, organizational, see organizational culture
‘Customized Working’ 139
CWB, see counterproductive work behaviours
cybernetic models of control 206
Dalal, R.S. 399, 400
Dalton, G.W. 439
Daly, M. 135
Dannefer, D. 307
Davis, K. 243
De Cuyper, N. 148, 162, 163, 164, 168, 341
De Lange, A.H. 7, 254
De Lange, W. 319
De Vos, A. 69, 443
De Witte, H. 163, 168, 341
Deci, E. 207
DeFillippi, R.J. 10, 51, 177, 337, 439
Delery, J.E. 310
Deloitte, Mass Career Customization (MCC) program 28
dementia and smoking 257
Demerouti, E. 231, 233
demographic factors
and career transitions 20–21, 116
and work–family interface 134–5
see also aging population
Demuth, R. 181
dependent career profile 417–18
description-based bias 292
development HR practices 294, 295
Development Network Questionnaire 426
DiMaggio, P.J. 325
discrimination due to stereotyping 292
disidentification 101
dispositional employability 24–5
Doherty, N. 52
Dorenbosch, L. 26, 154, 313
Dunifon, R. 245
Duderley, J. 53, 54, 55, 441
Dunlop, R. 245
Dunn, M.B. 438
Dutton, J.E. 295, 309
Eby, L.T. 52, 181
economic capital 54, 56
and social capital 72–3
career ecosystems 364, 365
ecosystems 364–78
education for sustainable careers 421–7
Edwards, J. 240
Ehnert, I. 319, 322
Elders, L. 150
Elias, N. 54
Ellemers, N, 100, 112
Ellingsæter 135
Elsbach, K.D. 101
emergence and career dynamics 275
emotional labour 153
employability 5, 147–8, 278, 432
and job insecurity 161–72
measurement 341
and retirement intention 343, 344
and sustainable career management 328
employee-defined personalization 29
employees
adaptability 191–3
job insecurity and employability 161–72
proactivity and adaptation 24–6
see also older workers
employers
and career control 211–12
health intervention programs 261–7
talent management challenges 21
see also Human Resource practices
encore career 352, 359
Engelhardt, H. 281
entangled strands 276
environment-awareness 43
Erdogan, B. 199
Erikson, E.H. 59, 357
Estryn-Behar, M. 244
ethics and HRM 323
exercise
and cognitive functioning 256
workplace intervention programs 261–5
extended shifts, and work–family conflict 244
family
influence on career decisions 212
see also work–family conflict; work–family
interface
far transfer of competencies 383
Fegg, M.J. 359
Feldman, D.C. 288, 292, 345
felt job insecurity and perceived employability
161–72
Ferris, G.R. 408
Fike, K.T. 352
Fink, D. 327
Finland, temporary work and work–family
interface 246–7
Fishbein, M. 260
flexibility i-deals 313–14
flexible working 137–40
Ford, J.K. 385
Forret, M. 186
Forrier, A. 52, 213
Frederick, C. 148
Free Floating Professionalism (FFP) 54, 58
Freedman, M. 352, 359
Freese, C. 293, 297–8
Fugate, M. 24, 25, 41, 147
Fusilier, M. 207, 209
Gajendran, R.S. 119
Ganster, D. 207, 209
Gareis, K. 243
Gati, I. 38
gender
and non-standards working hours 243–4
and push–pull factors 375–6
and second career half 289–91
gender roles, normative beliefs 132–3
gender stereotypes 292
Gielens, T. 443
global trends, and career ecosystem 376–7
globalization and working practices 116
goal striving 193–7, 195–7
Golden, T. 118
Gollwitzer, P.M. 196
Goodrich, C. 206
Gottfredson, M.R. 401
government, promotion of career sustainability
297, 298, 299
Grant, A.M. 197, 198, 199, 200
Greece, social capital in academia 76–7
Greenberger, D. 207, 208, 216
Greenhaus, J.H. 11, 43, 167, 205, 206, 209, 214,
224, 225, 240
Griffin, B. 277
Griffiths, A. 298
Gross, C. 70
Guest, D.E. 323
Gullone, E. 400
Gunz, H. 1–2
habitus 61–2
Hackman, J.R. 7, 151–2
Hadani, M. 74–5
Haines, V. 243–4
Hall, D.T. 181, 213, 214, 276, 278, 282, 330,
335, 338, 344, 356, 370, 417, 419, 440–41
Han, W.-J. 245
Handbook of Career Studies (Gunz and Peiperl) 1, 2, 437
Handbook of Career Theory (Arthur et al.) 435–6, 439, 440
Hansen, J.-I.C. 42
Hargreaves, A. 327
Harren, V.A. 38
Harrison, D.A. 73, 119
Harry, W. 319
Hartman, K. 39
Haskell, R.I. 383
Haslam, S.A. 102
Hayward, R.D. 357, 358
HBM (Health Belief Model) 259–60
health
and age 288
and sustainable labour participation 150
see also healthy lifestyles
health behaviour change theories 258–69
Health Belief Model (HBM) 259–60
healthy lifestyles
and cognitive functioning 255–8
workplace intervention programs 261–7, 297–8
Hellgren, J. 162
Heneman, H.G. 409
Heponiemi, T. 246
Hershfield, H.E. 358
Hertel, G. 281–2
Heskin, P.A. 341
heterogeneity in careers of older workers 306–9
heuristic meaning of working model 354–5
Heydens-Gahir, H.H. 291
Hicks, J.A. 358
Higgins, M.C. 71, 71–2
High Involvement Management (HIM) 296
Hind, P. 367
Hirschi, A. 197
Hirschi, T. 401
Hofmans, J. 341
Hogan, J. 400
Hogan, R. 400
Hogan Personality Inventory 400, 403
Holland, J.L. 198, 422
Holling, C.S. 7
Holmes, N. 360
home life
impact on work decisions 228
see also work–family interface
Hood, M. 197
hoshin method 443–4
Houlihan, M. 323
Howard, A. 434
HPI (Hogan Personality Inventory) 400, 403
HR practices, see Human Resource practices
Huffman, A. 290
Hughes, E.C. 434
human capital 371
and career control 214
and corporate volunteering 89–90
and job insecurity and employability 165–6
and work alignment 23
Human Capital Theory, and job insecurity 165–6
Human Resource practices
facilitating sustainable careers 28–9, 319–32
and individualization 310–15
and older workers 294–8
and sustainable labour participation 154–5
and work-related attitudes 294–5
Humphrey, S.E. 106, 279, 280
Huselid, M.A. 326
i-deals 27–8, 308, 309–16, 329
Iansiti, M. 364, 369
ICCS (intelligent career card sort) 423, 426
identification 99–113
identity theory (Erikson) 357
idiosyncratic work arrangements (i-deals) 27–8, 308, 309–16, 329
Ilmarinen, J. 153
individual characteristics
and career control 213–14
career control 208–9
and late career dynamics 277
and sustainable labour participation 149–50
see also personality
individual differences approach, employee
adaptation 192–3
individualized work arrangements 329
older workers 304–16
industrial relations, and control 206–7
Inkson, K. 1, 52, 367
intelligent career card sort (ICCS) 423, 426
interdependence 275
international mobility 374–5
interpersonal support 26–8
intervention programs
promoting healthy lifestyles 261–5, 297–8
and retirement transition 360–61
involuntary job change, and competency transfer 388–9
isomorphism, organizational 325
Janssens, M. 320
Janz, T. 409
Jaumotte, F. 138
Jawahar, I.M. 408
JD-C (Job Demand-Control) Model 151, 152
JD-R (Job Demands-Resources) Model 149, 151, 152, 155
job characteristics, and older workers 278–80
job crafting 282, 295–6
Job Demand-Control (JD-C) Model 151, 152
job demands 151
reduction 227, 231
Job Demands-Resources (JD-R) Model 149, 151, 152, 155
job insecurity, and perceived employability 161–72
job performance, see performance
job resources 151–2
increasing 226–7, 231–2, 233
job satisfaction 216, 218
and identification with organization and career 102–3, 112
job search and perceived employability 167–8
job transitions 383–4
and competencies transfer 381–6
constraints 390–92
facilitators 392–3
types 383–4
see also retirement
Jokinen, T. 52
Jokisaari, M. 69
Jones, C. 438
Jordan, S. 26
Joshi, P. 245
Judge, T. 213
Jungbauer-Gans, M. 70
Kahn, R.L. 104
Kaleidoscope career model 229
Kammeyer-Mueller, J. 213
Kang, D. 169
Karasek, R.A. 151
Katz, D. 104
Keith, B. 242
Kellieh, C. 119
Kennedy, Edward 401
Kierkegaard, S. 62
Kim, N. 276
Kinicki, A.J. 24
Kirchberger, I. 107
Kirchmeyer, C. 75
Klehe, U.-C. 37, 44
Klimstra, T.A. 45
knowing how 51, 178
measurement 181
and psychological mobility 182–5
knowing whom 51, 178–9, 370
measurement 181
and psychological mobility 182–5
see also networking
knowing why 51, 178
measurement 180–81
and psychological mobility 182–5
knowledge characteristics of job, and older workers 279–80
Koen, J. 37, 42, 196
Koppens, J. 319
Kossek, E.E. 11, 224
Krause, N. 357, 358
Kreiner, G.E. 101, 104, 106, 110, 112, 113
Kremen, A.M. 191
Krohne, H.W. 106
Kroon, B. 154
labour market participation, older workers 287
labour markets, as ecosystems 366
Lambert, S. 240
Lan, G. 69
Las Heras, M. 278, 282, 330
late careers 287–99
and career theories 275–8
organizational support 280–82, 293–6
lateral transfer of competencies 383
Latham, G.P. 194
Lawrence, B.S. 1, 2, 441–2
leadership 152–3
learned helplessness 208
learning and renewal of competencies 23
learning goals 195, 281
Lee, B. 45
Lee, M.D. 233
Lee, P.M.-D. 325
legislation, and career control 212
leisure activities, retirees 359
Lengnick-Hall, M.L. 323
length of careers 3
Lero, D.S. 119
Levien, R. 364, 369
Levinson, D.J. 293
Liechty, T. 359
life satisfaction, and career control 216, 218–19
life span approach to career development 275
life transitions, and career adaptability 40–41
lifestyle behaviour
and cognitive functioning 255–8
intervention programs 261–5, 297–8
Lim, V.K.G. 167
LMX relationship 153
Locke, E.A. 193, 194
Lorge, I. 291
Loudoun, R. 244
Luthans, F. 83
Luyckx, K. 37, 39
MacDuffie, J.P. 326
macro-contextual factors, and career control 212–13
Mael, F.A. 101, 106
Mainiero, L.A. 137, 294
maintenance HR practices 294, 295
Mäkikangas, A. 164
management practices
and career control 20
support for remote workers 125–6, 128
see also Human Resource practices
Marchington, M. 207
Marcia, J.E. 38
Marx, K. 50
Maslow, A.H. 446
Mass Career Customization (MCC) program 28
Matthew Effect 42
Matz-Costa, C. 312
Mauno, S. 246
Mayrhofer, W. 210
McArdle, S. 186, 337
MCC (Mass Career Customization) program 28
McCabe, D.L. 402, 409
meaning, and career sustainability 4–5, 9
meaning in life, in retirement 356–60
meaning of working for older workers (MOFOW) model 355
meaningful work 352–3
older workers 354–6
Mediterranean diet, and cognitive functioning 256
men, and aging 294
menopause 289–90
Mento, A.J. 194
mentoring 70–72, 370
Millar, R. 216
Mills, M. 244
mimetic isomorphism 325
mindfulness 26
‘minds’ dimension, career capital 59–60
Mirvis, P.H. 338
mobility
and boundaryless career 367
and job insecurity and employability 171
psychological 175–87
modular choices 28
MOFOW (meaning of working for older workers) model 355
Moore, C. 1
Moorman, R.H. 409
Morgeson, F.P. 106, 279, 280
morningness–eveningness 244
Moser, K. 71
motivation and age 288–9, 291
Motowidlo, S.J. 398
national influences on career ecosystems 371–2
near transfer of competencies 383
need satisfaction, job insecurity and employability 165
Nelson, E.A. 307
Netherlands
and corporate volunteering 84–93
flexible working 137–40
networking 70–72, 370
and corporate volunteering 92–3
neutral identification 101, 104–5
New Careers: Individual Action & Economic Change, The (Arthur) 1
New Ways of Working 139
Newman, K.L. 35, 351
Ng, T.W.H. 196, 199, 225, 288, 292
Nicholson, N. 55
night shifts, and work–family conflict 243
Nishii, L.H. 297
non-linearity of careers 275
non-standard working hours 239
and work–family interface 241, 242–6, 248–51
Nonis, S. 402
normative beliefs about career and care 132–4, 140–41
normative isomorphism 325
Numerato, D. 76
Nurmi, J.-E. 69
nutrition
and cognitive functioning 256–7
workplace intervention programs 261–5
O’Leary, George 401
O’Neil, D.A. 60
Obukhova, E. 69
OCB, see organizational citizenship behaviour
Oettingen, G. 196
older workers 272–83, 287–99
heterogeneity of careers 306–9
individualized work arrangement 304–16
maintaining cognitive functioning 254–68
stereotypes 291–2
Oldham, G.R. 7, 151–2
Öncel, L. 199–200
one-and-a-half income model 138
Ones, D.S. 400
online lifestyle interventions 261–2
Openness (ROC model) 324–5, 330–31
Organ, D.W. 398, 399, 402
Organization Man (Whyte) 433
organizational capabilities, benefits of corporate volunteering 92
*Organizational Careers: Some New Perspectives* (Van Maanen) 435
organizational characteristics, and sustainable labour participation 153–5
organizational citizenship behaviour (OCB) 398–9
and academic integrity 401–10
measurement 404
and personality 399–400
organizational culture
benefits of corporate volunteering 91–2
and sustainable labour participation 153–4
organizational identification 99–113
organizational isomorphism 325
organizational mobility preference 177
groups
benefits from career sustainability 23–4
benefits from corporate volunteering 90–93
and career management 371
family-friendly arrangements 135–6
and older workers 277–8, 280–82, 293–6, 294–5
support for retirement transition 360
and sustainable careers 20–31
Orloff, A.S. 138
Ortner, S.B. 50
Orton, J.D. 54

P–E (Person–Environment) fit 191, 198
Paauwe, J. 320, 325
parental influence on career decision 210
parenting roles, normative beliefs 132–3
Parker, P. 53, 127, 428, 440
Parker, S. 198, 199
part-time work 137–9
peer coaching 428
Peiperl, M. 1–2
perceived control, job insecurity and employability 166–7
perceived employability
and job insecurity 161–72
measurement 181, 341
and psychological mobility 179, 185
and retirement intention 338–9
and self-directedness 337–8
performance
and age 288
and remote working 127
and social capital 74–5
Person–Environment (P–E) fit 191, 198
personal control 207–8
and remote working 127–8
personal factors, see individual characteristics
personal resources 150
personal responsibility for career 4, 21
personality
and career control 213
and control 208–9
and social capital 72
and work behaviour 399–400
Peters, P. 139
Pfeffer, J. 7
Phelan, J.E. 292
Pitt-Catsouphes, M. 312
Pleck, J. 242
Poelmans, S.A.Y. 228
political processes, and effect of social capital 74–5
Porfeli, E.J. 45
positive affectivity 103
Posthuma, R.A. 291
Powell, A. 243, 244
Powell, G.N. 225
Powell, W. 325
prescription-based bias 292
Presser, H. 243
proactivity of employees 24–6, 30, 197–200, 209
Prochaska, J.O. 259
protean careers 276, 370, 416–21
psychological capital 150
and corporate volunteering 89
physical capital 367, 374
psychological mobility 176–87
and career competences 177–9, 185
measurement 181
*Psychology of Working: A New Perspective for Career Development, Counseling and Public Policy* (Blustein) 437
push–pull factors 374–6
Quinn, J.B. 91

R-reflexivity 320–21
Ramsay, H. 206–7
re-orienting job change, and competency transfer 389
reactive career profile 418–19
reciprocities and i-deals 311–12
redundancies 373–4
Reiche, B.S. 74
relational career capital 50–62
remote working 116–29
Renner, G. 339
Repetti, R. 244
Respect (ROC model) 323–4, 330
Respect Openness Continuity (ROC) model 322–7, 330–31
Index

retirement
and career control 212
facilitating transition to retirement 360–61
gradual 273–4
intention to retire 335–46
and meaning in life 356–60
as part of sustainable career 351–2
transition to retirement 350–62
working after retirement 273, 352, 356
retirement intention 335–46
Rhodes, S.R 306
rigid career profile 418
Riketta, M. 102
Robinson, S.L. 398
Robroek, S.J.W . 281
ROC (Respect Openness Continuity) model 322–7
Rodriguez, J.K. 52
Roethlisberger, F.J. 433
role ambiguity and conflicts 104
Rosenstein, E. 364
Rosenstock, I.M. 259
Rosso, B.D. 352, 353, 356
Roth, P.L. 292
Rothbard, N. 240
Rothwell, A. 148
Rousseau, D.M. 10, 176, 309, 311
Rubicon model of action phases 196
Rudman, L. 292
Ruokolainen, M. 246
Ryan, K. 399
Ryan, R.M. 148
Salgado, J.F. 400
Salthouse, T. 288
Savickas, M.L. 35, 36, 43, 196
Saxenian, A. 374
Schalk, R. 288, 293
Schein, E.H. 2, 9, 153, 275, 423, 435
Scherer, S. 246
Schnell, T. 353, 360
SCT, see Social Cognitive Theory
Scurry, S. 52
Searching for the Human in Human Resource Management (Boulton and Houlihan) 323
second half of career 287–99; see also older workers
security via employability 23
Seibert, S. 69, 199, 200, 213
Selection, Optimization and Compensation (SOC) 279, 314–15
self-awareness 24–6, 30–31, 42–3
measurement 340
and psychological mobility 186–7
and retirement intention 335–6, 344
and self-directedness 337, 342
Self-Determination Theory, and felt job insecurity 165
self-directedness
and career satisfaction 338, 344–5
measurement 341
and perceived employability 337–8, 342
Self-Employment (SE) 54, 57–8
self-management of career 24–6
Sels, L. 337, 340
Shacklock, K. 356
Shaffer, M.A. 226
Shelvin, M. 216
Shultz, K.S. 346
Singh, R. 43
skills development 425–6
sleep, and cognitive functioning 257
smart jobs 443–4
Smeur, E. 290
Smith, D. 28, 29
smoking
and cognitive functioning 257
workplace intervention programs 266
SOC (Selection, Optimization and Compensation) 279, 314–15
social capital 51, 54, 67–79
acquisition 72–4
adaptability 41–2
and career success 69–72, 74–5
and career transitions 56
and corporate volunteering 90
definition 68
deleterious effects 75–7
Social Cognitive Theory (SCT) 260
and late careers 277
social comparison, job insecurity and employability 168
social context 3, 8
and career adaptability 41–2
and work–family interface 135
social environment, and sustainable labour participation 152–3
social exchange theory, and i-deals 311–12
social policies, and work–family interface 135
social support, and sustainable labour participation 152
Socioemotional Selectivity Theory 279, 355–6, 357–8
Spector, P.E. 404, 409
spiral careers 276
Spurk, D. 194
SST (Socioemotional Selectivity Theory) 279, 355–6, 357–8
Stages of Change Model 259
Staines, G. 242
static assessment 422–3
Steger, M.F. 353, 356, 357, 358
Stegmann, S. 106
stereotypes, older workers 291–2
Steyaert, C. 320
Stone, T.H. 400–401
Strasser, S. 207, 208
Strauss, A. 434
stress
and cognitive functioning 258
workplace intervention programs 267
structured introspection 427–8
students, education for sustainable careers 415–29
Stumpf, S.A. 39, 43
Sturges, J. 52
substitutability, social capital 68
success factors, and career capital 52–3
Sullivan, S.E. 84, 137, 178, 179, 213, 294, 367
Super, D.E. 35, 275, 293
sustainability 6–7, 22
sustainable careers
characteristics 7–9, 10–11, 22–4
definition 7, 11, 224
research development 433–8
sustainable labour participation 146–57
Svensson, L. 381
Sverke, M. 162
Swift, C.O. 402
Täht, K. 244
Tajfel, H. 102, 103
talent management 324
Tannenbaum, A. 207
Tansley, A. 365
task characteristics 151–2
and older workers 279
task variety, and older workers 281
Taskforce Part-Time Plus 139
teleworking 139
Templer, A. 339
temporary work 239
and work–family interface 241–2, 246–51
tenure and identification 104
Theory of Planned Behaviour 260
Thijssen, J.G.L. 3
‘things’ dimension, career capital 59–60
Thomas, D.A. 71–2
Thompson, J.A. 74
three ways of knowing 51–2
time and career progression 3
transformational career profile 419
transitions
and career adaptability 39–41
to retirement 350–62
within and across career fields 55–8
Transtheoretical Model (TTM) 259
Tremblay, D.G. 121
triple P 319
Truxillo, D.M. 279
TTM (Transtheoretical Model) 259
Tuckman, J. 291
Turner, J.C. 102, 103
Understanding Careers: The Metaphors of Working Lives (Inkson) 1
unemployed jobseekers, role of psychological mobility 180–87
universalistic approach to HRM 310
unpredictability and adaptability 42
Ursel, N.D. 294
utilization HR practices 294
Valcour, M. 59
values, and career decision making 229
values assessment 422–3
Van Beirendonck, L. 323
Van Buren, H.J. 323
Van Dam, K., 153
Van den Berg, T. 148, 150
Van den Broeck, A., 163
Van der Heijde, C.M. 7, 69, 83, 147–8, 224, 278
Van der Heijden, B.I.J.M. 7, 69, 83, 147–8, 153, 224, 244, 278
Van der Klink, J. 147
Van Dick, R. 99, 100, 102
Van Knippenberg, D. 99, 100
Van Schie, E.C.M. 99, 100
Van Veldhoven, M. 26
Van Vuuren, T. 147, 148
Vander Elst, T. 162, 165, 166
Vansteenkiste, S. 175, 186
Vaupel, J.W. 274
Velicer, W.F. 259
Verbruggen, M. 337, 340
vertical transfer of competencies 383
Vienna Career Panel Project (ViCaPP) 56
Vinkenburg, C.J. 138
visibility and remote working 121–9
vitality 148
voice 200
voluntary job change, and competency transfer 389
Vondracek, F.W. 197
Wacquant, L.J.D. 53
Wagner, U. 99
Wanberg, C.R. 181
Index 461

Wang, M. 276, 346, 352
Warr, P. 107, 150
Waters, L.E. 421
Wei, L.Q. 75
Weick, K. 1, 54, 439
Weisberg, A. 28
Welch, Jack 439
well-being, and identification 103
Werbel, J.D. 37
West, M. 55
White, L. 242
White, R. 207
Whyte, W.H. 433
Williamson, G. 359
Willis, T. 244
Wilson, K. 400
withdrawal, job insecurity and employability 168–9
Witte, A.V. 257
Wöhrmann, A.M. 277
Wolf, H.-G. 71
women
  older workers 289–90, 293–4
  part-time working, Netherlands 137–8
Wood, J. 244
Woodrow, C. 323
work ability 148
  and sustainable career management 328
work adjustment theory, and i-deals 312
work alignment 23
  work behaviour 398–400
  and academic integrity 401–10
work engagement, and identification 102
work–family conflict 240
  and gender 290
  and non-standard working hours 242–4
  risk factors 248–50
work–family interface 134–5
  in atypical working arrangements 239–51
work–home balance, and career decision making 223–34
work–life balance
  older workers 282–3, 298
  and retirement transition 361
Work–Life Balance Employee Survey 118
work–life fit 23–4
work motivation, and age 288–9, 291
work performance, see performance
work-related attitudes, and age 288
workability 432
working after retirement 273, 352, 356
working hours, non-standard, see non-standard working hours
Wrzesniewski, A. 295, 309
Ybema, J.F. 153
Young, L.M. 291
Zaniboni, S. 283
Zikic, J. 44