

# Index

---

- absorptive capacity 383, 386–8  
Addi-Raccah, A. 529  
Adizes, I. 175, 183  
Adler, M.A. 530  
adult development theories 380–81  
African women 549–51  
    *see also* self-employed black women  
Ahl, H. 571  
Alcorso, C. 466  
Alderfer, I.O. 282  
Aldrich, H.E. 503  
Allen, T.D. 111  
Allman, K. 327  
Altunay, E. 487  
altruism 283, 284–6  
Altschuler, C.L. 310  
Anderson, A.R. 503  
Anderson, S.W. 285  
Angelusz, R. 88  
Argote, L. 386  
Armstrong, S. 391  
army service 263–6, 268  
Arnold, J. 25  
Aronson, R.L. 488  
Aronsson, M. 535  
Arthur, M.B. 108, 336  
Arts Council England 404, 405  
Ashworth, P. 405, 408, 409  
assimilation 488  
Association of MBAs (AMBA) 513  
Assouline, M. 316  
Astin, H. 474  
Australia  
    skilled migrants 468–9, 470  
    work placements 407, 408, 409–10  
Australia, career change from business  
    to teaching 219–39  
    career change motivations 229–35  
    demographic background 222–3  
    discussion 235–7  
    professional histories 223–4  
    qualification backgrounds 224–8  
    study 220–21  
    teaching motivations 232–3  
    teaching, perceptions of 231,  
    233–5  
Avrahami, Y. 267  
Aycan, Z. 150, 152  
Babson College 541  
Badgett, M.V.L. 104, 105  
Baethge, M. 282  
Baines, S. 336  
Bandura, A. 312, 363, 485  
Barbato, R. 540  
Barling, J. 106  
Baron, R.A. 536  
Barthorpe, S. 407  
Bartlett, C.A. 242  
Baruch, Y. 23, 24, 27, 28, 277, 309, 312,  
    314, 316, 353, 363, 513, 533, 538  
Basu, A. 486, 487  
Bates, T. 537  
Baucus, D. 353  
Baumeister, R.F. 127, 130  
Beard, S. 406  
Becker, E. 53  
Becker, G. 309  
Belenky, M. 521  
Bell, E.L.J. 529  
Bellah, R.N. 127  
Benet-Martinez, V. 130  
Benson-Rea, M. 467  
Berger, P.L. 337  
Bernasek, A. 539  
Berry-Lound, D. 558  
Bevelander, P. 467, 468, 471  
Bewick, T. 400  
Bhavnani, R. 550  
Birch, David 535  
Bird, B. 363  
Birkinshaw, J. 241, 242  
Birley, S. 363, 436  
birth order 164–5, 168–9, 179–81

- black entrepreneurs *see* black women, self-employment; minority nascent entrepreneurs; people of color and women, MBA education
- black hairdressing sector 558–9, 572–3  
*Black Issues in Higher Education* 532  
Black, J.S. 114
- black women, double minority status 529, 530, 531
- black women, self-employment  
conclusion 575  
hairdressing and legal sector 558–9  
historical and contemporary context 549–51  
influences 572–5  
background 560–64  
conceptualization of 551–6  
previous work experience 564–6  
work–home interface 566–72  
methodology 556–7
- Blair, S.L. 568
- Blankfield, S. 405
- Blenkinsopp, J. 320
- Bloch, S. 353, 354, 368
- Boeri, T. 467
- Bolton, S. 560, 573
- Borman, W.C. 285
- Borooh, V.K. 486
- Bouchikhi, H. 331
- boundaryless careers 515–16
- Bourdieu, P. 487, 553, 554, 555–6
- Boyatzis, R.E. 312, 313, 514
- Boyd, N. 363
- Boyle, E. 356
- Breshman, H. 386
- Bright, J. 355
- Britain *see* UK
- Brockhaus, R.H. 193
- Brodzinski, J. 381
- Brooking, A. 384
- Brown, D. 102, 104
- Brown, M.T. 52, 70, 434, 441
- Browne, I. 528
- Bruner, J. 364
- Brush, C. 442
- Bryan, B. 549
- Bu, N. 103, 119
- Buffardi, L.C. 106
- Burke, R.J. 112, 115, 118, 120, 292, 511, 515, 516, 522, 527, 531
- burnout 53, 474–5, 476
- business education as career choice 311–12, 317–18  
benefits 312–14, 317–19  
costs 311, 314–15  
expectations 316  
future research 319–21  
growth of 310–11  
push–pull model 315  
social benefits 318–19  
undergraduate level 319  
unsuitability 315–16
- business-related careers, change to teaching 219–39  
career change motivations 229–35  
demographic background 222–3  
discussion 235–7  
professional histories 223–4  
qualification backgrounds 224–8  
study 220–21  
teaching motivations 232–3  
teaching, perceptions of 231, 233–5
- business schools 329–30, 341–2, 522
- business start-ups 258, 259, 485, 496–500, 504  
ethnic minority small-businesses 486–8  
*see also* Turkish Cypriot restaurateurs
- business students' views  
career services 300–301, 303–4, 305  
cooperative students 304  
discussion 304–6  
employer knowledge 299–300, 302–3  
job and organizational attributes 298, 300–302  
job search process 300, 301, 303–4  
recruitment literature 293–5  
research methods  
demographic characteristics 295–7  
measures 298–300  
results 300–304  
theoretical framework 293–5
- Business Week* 313, 512, 513
- Butler, A. 111
- Butler, M. 515
- Byars-Winston, A.M. 474, 476
- Bygrave, W.D. 538

- Cable, D.M. 294, 295  
 Cahill, H. 408  
 Callanan, G.A. 102, 106, 107, 115  
 Cameron, K. 382  
 campus career services 300, 301, 303–4, 305  
 Canada 194–6  
   *see also* Canada, business students' views; Canada, entrepreneurs and non-entrepreneurs among MBAs; Canada, MBA benefits and gender  
 Canada, business students' views  
   career services 300–301, 303–4, 305  
   cooperative students 304  
   discussion 304–6  
   employer knowledge 299–300, 302–3  
   job and organizational attributes 298, 300–302  
   job search process 300, 301, 303–4  
   recruitment literature 293–5  
   research methods  
     demographic characteristics 295–7  
     measures 298–300  
   results 300–304  
   theoretical framework 293–5  
 Canada, entrepreneurs and non-entrepreneurs among MBAs 189–215  
   conceptual framework 192  
   discussion and conclusion 212–14  
   future research 214–15  
   implications 215  
   limitations of study 214  
   literature review  
     cultural aspect 193–4  
     demographic approach 192–3  
     personal approach 193  
     social learning theory and entrepreneurial career preference 191–2  
   method  
     dependent variable 198  
     independent variables 198–200  
     samples 197–8, 200  
     survey procedures 198  
   research contexts: Canada and Israel 194–6  
   research hypotheses 196–7  
   research model 195  
   results 200–212  
     career patterns 201–2  
     demographic variables 203–5  
     entrepreneurs by gender 200–201  
     multivariate examination 208–12  
     personal attributes 205–8  
 Canada, MBA benefits and gender  
   implications of findings 520–22  
   research findings 517–20  
     extrinsic benefits 517  
     gender and the MBA 519–20  
     intrinsic benefits 517–19  
   research study 516–17  
 Cannon, T. 573  
 capability, social construction 337–8  
 capital, different forms of 500–504  
 Caplan, R.D. 117  
 career advancement, factors affecting 106–14  
   children 109–10  
   expatriation 113–14  
   family leave 112  
   flexible working practices 110–12  
   marriage 107–9  
 career anchors 101, 244  
 career burnout 53, 474–5, 476  
 career change from business to teaching 219–39  
   career change motivations 229–35  
   demographic background 222–3  
   discussion 235–7  
   professional histories 223–4  
   qualification backgrounds 224–8  
   study 220–21  
   teaching motivations 232–3  
   teaching, perceptions of 231, 233–5  
 career choice *see* career choice and relationships; career choice, business education; career choice, foreign subsidiary managers; career choice, Israeli high-tech entrepreneurs; career choice, MBA students, comparative analysis; career choice, MBA students, culture and gender; career choice, minority nascent entrepreneurs; career choice, self-employed black women; career choice, skilled migrants; career choice, Turkish Cypriot restaurateurs

- career choice and relationships
  - culture and relational influences 128–30
  - gender and relational influences 130–32
  - qualitative study 135–7
  - quantitative study 132–5
  - research findings 147–54
    - emerging themes 148–50
    - IC and relationship types 152–3
    - implications 153–4
    - relational influences 148, 150–51
    - relational influences and gender 151–2
  - results, influence and relationship 135–47
    - fathers 136–40, 150
    - friends and colleagues 143–4
    - gender differences 134–5
    - higher-level managers 144–5
    - IC and relationship types 135
    - mothers 137–40
    - ‘myself’ 146–7
    - parents 136–40, 150
    - relatives and acquaintance 140–42
    - success stories 145
    - teachers and university professors 142–3
- career choice, business education
  - 311–12, 317–18
  - benefits 312–14, 317–19
  - costs 311, 314–15
  - expectations 316
  - future research 319–21
  - growth of 310–11
  - push–pull model 315
  - social benefits 318–19
  - undergraduate level 319
  - unsuitability 315–16
- career choice, entrepreneurs and managers 380–81
- career choice, family influences 102–6
- career choice, foreign subsidiary managers
  - evolution 240–43
  - MNCs’ institutional impacts 244–5
  - research project
    - case study: entrepreneurial career orientation 250–52
    - case study: hierarchical career orientation 246–8
  - case study: professional career orientation 248–50
  - design and context 245–6
  - discussion and conclusion 252–4
  - sociopolitical positioning 243–4
- career choice, Israeli high-tech entrepreneurs
  - cultural influence 266–7
  - future research 268–9
  - military service influence 263–6
  - personality and family background 260–63
- career choice, MBA students, comparative analysis
  - conceptual framework 24–6
  - conclusions 45
  - implications 45
  - literature review 26–8
  - methods 26–8
  - results 28–45
    - key influences 31, 33–8, 40–43
    - MBA expectations 40, 44–5
    - MBA funding 31, 33
    - occupational status, student and parents 31–3
    - organizational status 31–3
    - personal characteristics 28–30, 39–40
- career choice, MBA students, culture and gender
  - culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- career choice, minority nascent entrepreneurs
  - discussion 456–8

- hypotheses 440, 442, 443
- implications 458
- literature review, career choice
  - 435–6
  - entrepreneur career choice 437–40
  - entrepreneurs 436–7
  - minority entrepreneurs 442–3
  - minority group differences 440–42
- method
  - interviews 445–6
  - measures: entrepreneurial status 447
  - measures: race 447–8
  - measures: reasons 448–51
  - respondents' description 446–7
  - sampling 443–4
  - weights 444–5
- results 452–6
- career choice, self-employed black women
  - conclusion 575
  - hairdressing and legal sector 558–9
  - historical and contemporary context 549–51
  - influences 559–97
    - background 560–64
    - conceptualization of 551–6
    - previous work experiences 564–6
    - work–home interface 566–72
  - methodology 556–7
- career choice, skilled migrants 464–6
  - economic factors 466–9
  - holistic perspective 476–80
  - psychological factors 472–6
  - sociological factors 469–72
- career choice, Turkish Cypriot restaurateurs
  - research findings, discussion 493–504
    - business start-up, contextual information 494–5
    - business start-up reasons, comparison 496–500
    - capital, forms of 500–504
    - distributive attributes of respondents 495–6
  - research methods 489–93
    - distributive attributes in North Cyprus 490–91
    - distributive attributes in UK 492
- career development and values change
  - further research 287
  - good-citizenship values and career development 282–6
  - graduate studies, proposals for 286
  - implications 286–7
  - modern careers and values relationship
    - COR framework 279–80
    - value priority framework 280–82
  - modern careers, protean approach and values 277–8
  - traditional to protean career and values 278
- career life cycle, family influences
  - career advancement 106–14
    - children 109–10
    - expatriation 113–14
    - family leave 112
    - flexible working practices 110–12
    - marriage 107–9
    - relocation decisions 113
  - career choice 102–6
    - family of origin 103–4
    - work–family expectations 104–6
    - work–family values 102–3
- career-related decision making 119
- career satisfaction 117–18
- gendered parenting roles 120
- recruitment and retention 119
- subjective career success 117–18
- turnover and career exit 115–17
- career making, mid-career entrepreneurs 349–52
- career making and learning 363–5
- case studies
  - Home Stagers® 367–8
  - Tyrrells Potato Chips 365–7
- decision making and learning factors 356–60
  - education and professional development 361
  - family background 360
  - interests and hobbies 360
  - orientation to risk and uncertainty 361–2
  - personality and behavioural variables 362–3
  - previous career experience 360–61

- social and community networks 361
- gender issues 352, 372
- literature 352–6
- opportunities and challenges
  - for individuals 371–2
  - for organizations 372–4
  - for society 374–5
- career satisfaction 117–18
- career services 300, 301, 303–4, 305
- career stages 368–70, 380
- career success 117–18, 529–30
- Carey, M. 475
- Caribbean women, self-employment
  - conclusion 575
  - hairdressing and legal sector 558–9
  - historical and contemporary context 549–51
  - influences 572–5
    - background 560–64
    - conceptualization of 551–6
    - previous work experience 564–6
    - work–home interface 566–72
  - methodology 556–7
- Carr, P. 371
- Carroll, G.R. 439
- Carswell, M. 358
- Carter, N.M. 433, 437, 439, 444, 446, 499, 500
- Carter, R.T. 472
- Carter, S. 573
- Casper, W.J. 106
- Catalyst ‘Gateway’ study 534–5
- Cat’s Eyes® 339
- Chamlee-Wright, E. 569
- Chandler, G.N. 536
- Chapman, B. 470
- Chapman-Smock, A. 549
- charity 79–83, 91, 94–5
- Cheatham, H.E. 473
- Chell, E. 327, 329, 331, 332, 336, 362, 485, 499, 500, 560
- Chen, J.J. 539
- children, impact on career
  - advancement 109–10
- China, students’ career choice,
  - comparative analysis
  - conceptual framework 24–6
  - conclusions 45
  - implications 45
  - literature review 26–8
  - methods 26–8
  - results 28–45
    - key influences 31, 33–8, 40–43
    - MBA expectations 40, 44–5
    - MBA funding 31, 33
    - occupational status, student and parents 31–3
    - organizational status 31–3
    - personal characteristics 28–30, 39–40
- Chodorow, N. 54
- Cianni, M. 520
- citizenship behavior 285
- citizenship values *see* values change and career development
- civic virtue 285
- Cobb, C. 116
- Cohen, J.R. 111
- Cohen, L. 355
- Cohen, W.M. 386
- Coleman, V.I. 285
- Coll, R.K. 409
- collectivism 133–4, 135, 152, 283–4, 285, 286
- collectivist cultures 104, 128–30
- colonialism 549
- Commission for Racial Equality (CRE) 550
- community integration 89–92
- competitiveness 265
- concrete ceiling 565
- confidence 517–18, 521
- Connell, M.W. 332
- conscientiousness 284
- Cook, D.A. 472
- Cooper, A.C. 553
- Cooper, C.D. 111
- Cooper, C.L. 566
- cooperative students 304–5, 306
- Cope, P. 409, 410
- COR (conservation of resources) theory 279
- Corbett, A. 359, 363
- Corcoran, M.E. 104
- Courant, P.N. 104
- courtesy 284
- Cox, J.L. 531
- Cox, T. 514, 531, 534

- creative and cultural industries, work placement  
 conclusions and recommendations 424–6  
 creative and cultural industries  
 defining 399–401  
 training and careers 401–2  
 equality concerns 405–11  
 HEIs and host institutions, role of 404–5  
 progress, signs of 402–3  
 research method 412–14  
 state, role of 403–4  
 study findings analysis  
 HEIs 414–18  
 host institutions 418–21  
 students' perception of 421–4  
 training to work process, failure of 401–2  
 work placements, defining 398–9  
 Creative Industries Higher and Further Education Forum 403–4  
 Creative Industries Task Force 399, 403  
 creativity 328, 334  
 Crebert, G. 407  
 Croner Consulting 110  
 Crooker, K.J. 115  
 Crow, G.M. 220, 235  
 cultural assimilation 488  
 cultural capital 312, 313, 501, 502  
 cultural determinants in career choice  
*see* career change from business to teaching; culture and gender, career choice influences;  
 entrepreneurs and non-entrepreneurs among MBAs;  
 foreign subsidiary managers, career choice; Israel, high-tech entrepreneurs, career choice  
 cultural differences of students 77–9  
 cultural industries 399–401  
*see also* creative and cultural industries, work placement  
 culture and gender, career choice influences  
 culture, role of 51–3  
 discussion 67–71  
 future research 71  
 gender, role of 53–5  
 hypotheses 55–6  
 implications 71  
 limitations 71  
 method 56–7  
 results 57–67  
 career choice influences 59, 61–4, 67  
 career goals 62, 64–6  
 expectations from MBA 58–60, 66  
 gender differences 59, 60, 62, 63, 65  
 people influencing career choice 62, 64  
 culture, definition 194  
 Curran, J. 552  
 Cyprus, students' value preferences, comparative analysis  
 charity determinants, regression model 93–4  
 collective attitude and individual self-assertion 83–9  
 community integration and solidarity 89–92  
 cultural differences 77–9  
 Hungarian sample 75–6  
 religion 82–3, 92  
 research aims and hypotheses 76  
 social solidarity and charity 79–83  
 summary and conclusion 94–5  
*see also* North Cyprus
- Daghfous, A. 389  
 Davenport, T. 384, 386  
 Davidson, M. 565, 566  
 Davis, A.Y. 549  
 DeFillipi, R. 336  
 DeMartino, R. 540  
 Department for Culture, Media and Sport (DCMS) 399  
 Detienne, D.R. 536  
 Dexter, B.P. 26, 485  
 Dhaliwal, S. 553  
 Diamond, K. 372  
 disability 405–6, 421  
 discrimination  
 age 351, 354  
 class 424, 574  
 fear of 475  
 gender 314, 530, 531, 539, 559, 565, 574

- legal sector 559, 565–6
  - racial/ethnic 314, 530, 564–5, 574
  - skilled migrants 467–8, 469–70, 471
  - in work placements 405–6, 425
  - work-related 474, 531, 559
- domain-specific knowledge 334–5
- Dörrenbächer, C. 245
- double minority of black women 529, 530, 531
- Doz, Y. 385, 386
- Drever, E. 410
- Drucker, P. 158, 363
- dual-earner households 108, 109, 110, 113, 119
- Duignan, J. 402
- Dunne, M. 563
- Durkheim, E. 79
- Dvir, D. 266
- Dyer, W.G. 381, 485, 553
  
- Eagly, A.H. 130
- Eames, R. 409
- early influences on career choice *see*
  - career choice and relationships;
  - entrepreneurs and managers,
  - family profiles; family influences
  - on career life cycle; high-tech
  - serial entrepreneurs and managers
- Eccles, J.S. 220, 237
- Eccles, R.G. 313
- economic capital 503–4
- Edgington, R. 531, 539
- education, MBA programmes 341–2
- employer knowledge 294–5, 299–300, 302–3
- engaging manager and knowledge
  - absorptive capacity
  - career choice 380–81
  - engaging manager 391–2
  - knowledge 384–5
  - knowledge absorptive capacity 387–8
  - knowledge management 385–7
  - knowledge transfer 385–7
  - managerial practices, current shift in 389–90
  - organizational life cycle 382–4
  - growth stage 388–9
- Ensher, E. 516
- entrepreneurial career orientation 244, 250–52
  
- Entrepreneurial Research Consortium (ERC) 444
- entrepreneurs 330–32
  - see also* entrepreneurs and managers, family profiles; entrepreneurs and managers, training and development; entrepreneurs and non-entrepreneurs among MBAs
- entrepreneurs and managers, family profiles
  - birth order 179–81
  - business, relationship to 175
  - case studies 181–2
  - consultations with 183–5
  - entrepreneur–manager relationship 182–3
  - family-owned business 176–7
  - family system 177–8
  - mother, role of 178–9
  - passion 173–5
- entrepreneurs and managers, training and development
  - capability, social construction of 337–8
  - conclusions 343–4
  - entrepreneurs 330, 331–2
  - entrepreneurs and innovation 328–30
  - imagination and intuition 333–6
  - innovation and change 338–40
  - innovation and training 341–2
  - knowledge 335–6
  - managers 330–31
  - political and economic backdrop 327–30
  - post-experience programmes 343
  - situation capability 332–3
- entrepreneurs and non-entrepreneurs among MBAs 189–215
  - conceptual framework 192
  - discussion and conclusion 212–14
  - future research 214–15
  - implications 215
  - literature review
    - cultural aspect 193–4
    - demographic approach 192–3
    - personal approach 193
    - social learning theory and



- entrepreneurial career
  - preference 191–2
- method 197–200
- research contexts: Canada and Israel 194–6
- research hypotheses 196–7
- research model 195
- results 200–212
  - career patterns 201–2
  - demographic variables 203–5
  - entrepreneurs by gender 200–201
  - multivariate examination 208–12
  - personal attributes 205–8
  - study limitations 214
- entrepreneurship and the MBA, women and people of color
  - MBA and entrepreneurship as career choice 535–6
  - women and people of color and the MBA 528–31
    - MBA and entrepreneurship 536–40
    - MBA benefits 533–5
    - MBA experience 532–3
    - MBA, motivations for 530–31
- Equal Opportunity Commission (EOC) 550
- ERC *see* Entrepreneurial Research Consortium
- essentialism 330–32
- ethnic minority small-business start-ups 486–8
  - see also* Turkish Cypriot restaurateurs
- ethnicity *see* minority nascent entrepreneurs; people of color and women, MBA education; self-employed black women; skilled migrants, career choice; Turkish Cypriot restaurateurs
- Etzion, D. 53, 70
- Etzioni, A. 194
- evolutionary theory 53, 54
- explicit knowledge 335, 384
- extrinsic career benefits 512, 513, 520
  - of MBA 513, 514–15, 517
- family capital 501
- family influences on career life cycle
  - career advancement 106–14
  - children 109–10
  - expatriation 113–14
  - family leave 112
  - flexible working practices 110–12
  - marriage 107–9
  - relocation decisions 113
- career choice 102–6
  - family of origin 103–4
  - work–family expectations 104–6
  - work–family values 102–3
- career-related decision making 119
- career satisfaction 117–18
- gendered parenting roles 120
- recruitment and retention 119
- subjective career success 117–18
- turnover and career exit 115–17
- family profiles, entrepreneurs and managers
  - birth order 179–81
  - business, relationship to 175
  - case studies 181–2
  - consultations with 183–5
  - entrepreneur–manager relationship 182–3
  - family-owned business 176–7
  - family system 177–8
  - mother, role of 178–9
  - passion 173–5
- father
  - career choice influence 136–7, 148, 150
  - entrepreneur, relationship with 165–6
  - manager, relationship with 166, 167–8, 169
  - psychoanalytic theory 159, 162–3, 167, 261–2
  - as role models 136–7, 150
- Feldman, D.C. 320
- Felsch, A. 242
- Fikret-Paşa, S. 152
- financial capital 500–501, 538–9
- Finegold, D. 401
- Finkel, S.K. 112
- first-born 164, 179–80, 262
- 'FIT-Choice' scale 231
- Fletcher, M. 467
- flexible working practices 110–12, 115, 119
- Fligstein, N. 241

- Flores, L.Y. 38  
 Folbre, N. 104, 105  
 Folkman, S. 279  
 Fondas, N. 516, 522  
 Fong, C.T. 293, 314, 528  
 Foray, D. 477  
 foreign subsidiary managers, career choice  
   evolution 240–43  
   MNCs' institutional impacts 244–5  
   research project  
     case study: entrepreneurial career orientation 250–52  
     case study: hierarchical career orientation 246–8  
     case study: professional career orientation 248–50  
     design and context 245–6  
     discussion and conclusion 252–4  
     sociopolitical positioning 243–4  
 Fouad, N.A. 474, 476  
 Foucault, M. 329  
 Frankl, V.E. 53  
 Franko, L.G. 241  
 French, J.R.P. Jr 117  
 Freud, S. 157, 162  
 Freund, A.M. 279  
 Friesen, P.H. 382, 387  
 Fulbright, K. 529
- Gaglio, C.M. 340  
 Gammie, E. 411  
 Garcia, V. 531  
 Gartner, W.B. 192, 213, 261, 331, 362, 433, 437, 439, 454  
 Gates, Bill 173, 174  
 'Gateway' study 532, 534–5  
 GEM (*Global Entrepreneurship Monitor*) 267  
 gender  
   and career advancement 107–14  
   and job-related values 282  
   and motivations to teach 229–31, 232–5, 236–7  
   and parenting roles 120  
   and relational influences 130–32  
   and work–life balance 103–6  
   *see also* gender and culture in students' career choice; gender differences in MBA benefits;  
     self-employed black women; women and people of color, MBA education  
 gender and culture in students' career choice  
   culture, role of 51–3  
   discussion 67–71  
   future research 71  
   gender, role of 53–5  
   hypotheses 55–6  
   implications 71  
   limitations 71  
   method 56–7  
   results 57–67  
     career choice influences 59, 61–4, 67  
     career goals 62, 64–6  
     expectations from MBA 58–60, 66  
     gender differences 59, 60, 62, 63, 65  
     people influencing career choice 62, 64  
 gender differences in MBA benefits  
   implications of findings 520–22  
   MBA career benefits 513–16  
   research findings 517–20  
     extrinsic benefits 517  
     gender and the MBA 519–20  
     intrinsic benefits 517–19  
   research study 516–17  
 gender role theory 54  
 general managers and business education 317–18  
 George, C. 404  
 Gergen, K.J. 337  
 German foreign subsidiaries *see* foreign subsidiary managers, career choice  
 Germany, Indian IT migrants 475  
 Ghana, students' career choice, comparative analysis  
   conceptual framework 24–6  
   conclusions 45  
   implications 45  
   literature review 26–8  
   methods 26–8  
   results 28–45  
     key influences 31, 33–8, 40–43  
     MBA expectations 40, 44–5  
     MBA funding 31, 33

- occupational status, student and parents 31–3
- organizational status 31–3
- personal characteristics 28–30, 39–40
- Ghoshal, S. 242
- Gibb, A. 359
- Gilligan, C. 521
- Gim, Chung, R.H. 441
- Ginzberg, E. 1
- glass ceiling 534
- Global Entrepreneurship Monitor* (GEM) 196, 351
- Goffee, R. 513
- Golembiewski, R.T. 276, 283, 284, 285, 286
- good-citizenship values 282–6
- Gooderham, P. 281, 283
- Göregenli, M. 128
- Gosling, J. 391, 514
- Graduate Management Admission Council (GMAC) 530
- Granovetter, M. 498
- Grant, R.M. 384, 387
- Greece, MBA students' career choice, comparative analysis
  - conceptual framework 24–6
  - conclusions 45
  - implications 45
  - literature review 26–8
  - methods 26–8
  - results 28–45
    - key influences 31, 33–8, 40–43
    - MBA expectations 40, 44–5
    - MBA funding 31, 33
    - occupational status, student and parents 31–3
    - organizational status 31–3
    - personal characteristics 28–30, 39–40
- Greene, P.G. 440, 535, 537
- Greener, I. 555
- Greenhaus, J.H. 102, 106, 107, 115, 531
- Griffith, A.R. 474
- Grover, S.L. 115
- Guest, D. 106, 107, 115
- Guichard, J. 353
- Gunz, H. 317, 320, 521
- Guo, F. 469
- habitus* 554–6, 572
- Hairdressing and Beauty Industry Authority (HABIA) 558
- hairdressing sector *see* self-employed black women
- Hakim, C. 551
- Hales, C.P. 390
- Hall, B.P. 386
- Hall, D. 515
- Hall, D.T. 244, 252, 278
- Hall, M. 407
- Hall, T. 400, 402–3, 410
- Hamel, G. 333
- Han, S.-K. 108
- Harding, R. 351
- Harquil, C. 514, 534
- Harris, P. 364, 390
- Harrison, D.A. 114
- Hart, M. 486
- Hartman, R.I. 109, 110, 112, 113
- Hartung, P.J. 441
- Harvard Business School 541
- Harvey, M. 113, 114
- Harvey, M.G. 243
- Harzing, A.-W. 243
- Hatav, J. 157
- Hawthorne, L. 476
- Hedlund, G. 242
- Heilman, M. 539
- Helms, J.E. 441
- Herr, E.L. 406
- hierarchical career orientation 246–8, 253
- Higgins, M. 313
- high-tech entrepreneurs, career choice
  - cultural influence 266–7
  - future research 268–9
  - military service influence 263–6
  - personality and family background 260–63
- high-tech serial entrepreneurs and managers
  - discussion 161–2
  - entrepreneurs 158–9
    - birth order 164–6, 168
    - case study 165–6
    - father figure 162–3
    - relation to others 163–4
  - managers 166–9
    - birth order 168

- case study 168–9
  - father figure 167
  - research method 160
  - results 160–61
- high-tech start-ups 258, 268
- high-technology industries 258
- Hilgert, A. 515
- Hills, G. 538
- Hirschman, A. 521
- Hirschman, A.O. 285
- Hislop, S. 410
- Hispanic nascent entrepreneurs *see*
  - minority nascent entrepreneurs
- Hisrich, R. 442
- Ho, C. 465, 466, 468, 469, 470
- Hobfoll, S.E. 279
- Hochwarter, W.A. 116
- Hofstede, G. 39, 52, 128, 194, 329
- Holland, J.L. 354
- Holocaust 52, 165–6
- Home Stagers® 367–8
- Honeycutt, T.L. 106
- Horowitz, P. 193
- Houston, D.M. 105, 109
- Hui, C.H. 103, 119
- human capital 312, 336, 533, 538
- human capital theory 107, 108, 309, 464–5, 477
- Hungary, students' career choice,
  - culture and gender
  - culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- Hungary, students' value preferences,
  - comparative analysis
  - charity determinants, regression model 93–4
  - collective attitude and individual self-assertion 83–9
  - community integration and solidarity 89–92
  - cultural differences 77–9
  - Hungarian sample 75–6
  - religion 82–3, 92
  - research aims and hypotheses 76
  - social solidarity and charity 79–83
  - summary and conclusion 94–5
- Huntington, S. 409
- Hurst, D.K. 383
- Huselid, M.A. 389
- Hutton, W. 402
- Hytti, U. 355, 358
- imagination 333–6
- Imamoğlu, E.O. 128, 129, 151, 152
- Indian migrants 475, 487
- individualism 128, 129, 133–4, 135, 152–3, 283, 284–6
- Ingram, P. 386
- inner value capital 312
- innovation 328, 334, 338–42
- integrative capability 332–3, 337–8
- internship 398
- interpersonal skills 518–19
- intrinsic career benefits 512–13, 520
- intuition 266, 333–6
- Ip, M. 473
- Iredale, R. 466, 470
- Israel 52, 194–6, 258–9
  - skilled Russian migrant workers 468, 471
  - see also* Israel, entrepreneurs and non-entrepreneurs among MBAs; Israel, high-tech entrepreneurs, career choice; Israel, serial high-tech entrepreneurs and managers; Israel, students' career choice, comparative analysis; Israel, students' career choice, culture and gender; Israel, students' value preferences, comparative analysis
- Israel, entrepreneurs and non-entrepreneurs among MBAs 189–215
  - conceptual framework 192

- discussion and conclusion 212–14
- future research 214–15
- implications 215
- limitations of study 214
- literature review
  - cultural aspect 193–4
  - demographic approach 192–3
  - personal approach 193
  - social learning theory and entrepreneurial career preference 191–2
- method 197–200
- research contexts: Israel 194–6
- research hypotheses 196–7
- research model 195
- results 200–212
  - career patterns 201–2
  - demographic variables 203–5
  - entrepreneurs by gender 200–201
  - multivariate examination 208–12
  - personal attributes 205–8
- Israel, high-tech entrepreneurs, career choice
  - cultural influence 266–7
  - future research 268–9
  - military service influence 263–6
  - personality and family background 260–63
- Israel, serial high-tech entrepreneurs and managers
  - discussion 161–2
  - entrepreneurs 158–9
    - birth order 164–6, 168
    - case study 165–6
    - father figure 162–3
    - relation to others 163–4
  - managers 166–9
    - birth order 168
    - case study 168–9
    - father figure 167
  - research method 160
  - results 160–61
- Israel, students' career choice, comparative analysis
  - conceptual framework 24–6
  - conclusions 45
  - implications 45
  - literature review 26–8
  - methods 26–8
  - results 28–45
  - key influences 31, 33–8, 40–43
  - MBA expectations 40, 44–5
  - MBA funding 31, 33
  - occupational status, student and parents 31–3
  - organizational status 31–3
  - personal characteristics 28–30, 39–40
- Israel, students' career choice, culture and gender
  - culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- Israel, students' value preferences, comparative analysis
  - charity determinants, regression model 93–4
  - collective attitude and individual self-assertion 83–9
  - community integration and solidarity 89–92
  - cultural differences 77–9
  - Hungarian sample 75–6
  - religion 82–3, 92
  - research aims and hypotheses 76
  - social solidarity and charity 79–83
  - summary and conclusion 94–5
- Italy, discrimination against migrant workers 471
- Jack, S.L. 503
- Jacobsen, J.P. 112
- Jelinek, M. 363
- job-related values 280, 281–2
- job search process 300, 301, 303–4, 305

- Jones, F.F. 389  
 Jones, T. 487, 488  
 Jowell, T. 400–401  
 Judge, T. 116  
 Judge, T.A. 529  
 Judiesch, M.K. 112  
 Junankar, P.N. 469, 470, 476
- Kane, K.F. 312  
 Kanter, R.M. 107, 131, 338  
 Kaplan, G. 166  
 Karabel, J. 312  
 Karakitapoğlu-Aygün, Z. 128, 130, 152  
 Katula, M.C. 276  
 Katz, J.A. 340, 352  
 Kaufmann, G. 334  
 Kazanjian, R.K. 382  
 Kelley-Patterson, D. 404  
 Kerka, S. 38  
 Kesteloot, C. 488  
 Kets de Vries, M.F.R. 104, 158–9  
 King, R. 563  
 Kirchmeyer, C. 108, 109, 118  
 Kirzner, I. 339, 340  
 Knott, A.M. 384  
 knowledge 335  
 knowledge absorptive capacity 387–8, 389  
 knowledge, definition 384–5  
 knowledge management 385–7  
 knowledge spiral 335–6  
 knowledge transfer 385–7  
 knowledge transfer ability 386  
 Koberg, C.S. 389  
 Kolvereid, L. 437, 439  
 Korea, students' career choice,  
   comparative analysis  
   conceptual framework 24–6  
   conclusions 45  
   implications 45  
   literature review 26–8  
   methods 26–8  
   results 28–45  
   key influences 31, 33–8, 40–43  
   MBA expectations 40, 44–5  
   MBA funding 31, 33  
   occupational status, student and  
     parents 31–3  
   organizational status 31–3  
   personal characteristics 28–30,  
     39–40  
 Kretovics, M. 514  
 Krumboltz, J.D. 192  
 Küpper, W. 242  
 Küskü, F. 37  
 Kyriakidou, O. 28
- Lacan, J. 174  
 Ladbury, S. 505  
 Landau, J. 108  
 Law Society 559, 573  
 Layder, D. 554, 556  
 Lazarus, R.S. 279  
 leadership skills 520  
 Leary, M.R. 127  
 Leeming, A. 23, 312, 314  
 Lefkowitz, J. 131  
 legal sector 559, 561–2, 573  
   *see also* self-employed black women  
 legitimization of entrepreneurship  
   194  
 Lent, R.W. 148  
 Lenz, J. 353  
 Leong, F.T.L. 52, 70, 441  
 Lerner, M. 267  
 Leslie, D. 407  
 Lester, R.K. 334  
 Levin, L.M. 112  
 Levinson, D. 380  
 Levinthal, D. 386  
 Lewis, S. 102  
 Lidgard, J.M. 467  
 lifestyle anchor 101  
 Light, I. 488  
 Lindley, J. 551  
 Linehan, M. 114  
 Loughlin, C. 106  
 Lovejoy, M. 116, 117  
 Loveridge, R. 243  
 Luckmann, T. 337  
 Lundvall, B. 477  
 Lyness, K.S. 112
- Maccoby, M. 282, 283  
 MacMillan, I.C. 436  
 Mahuteau, S. 470, 476  
 Maidment, J. 404  
 Malecki, E.J. 189  
 Mallon, M. 355

- management students, value preferences  
 charity determinants, regression model 93–4  
 collective attitude and individual self-assertion 83–9  
 community integration and solidarity 89–92  
 cultural differences 77–9  
 Hungarian sample 75–6  
 religion 82–3, 92  
 research aims and hypotheses 76  
 social solidarity and charity 79–83  
 summary and conclusion 94–5  
 managers 330–32  
*see also* engaging manager and knowledge absorptive capacity; high-tech serial entrepreneurs and managers; managers and entrepreneurs, family profiles; managers and entrepreneurs, training and development  
 managers and entrepreneurs, family profiles  
 birth order 179–81  
 business, relationship to 175  
 case studies 181–2  
 consultations with 183–5  
 family-owned business 176–7  
 family system 177–8  
 manager–entrepreneur relationship 182–3  
 mother, role of 178–9  
 passion 173–5  
 managers and entrepreneurs, training and development  
 capability, social construction of 337–8  
 conclusions 343–4  
 entrepreneurs 330, 331–2  
 entrepreneurs and innovation 328–30  
 imagination and intuition 333–6  
 innovation and change 338–40  
 innovation and training 341–2  
 knowledge 335–6  
 managers 330–31  
 political and economic backdrop 327–30  
 post-experience programmes 343  
 situation capability 332–3  
 Mandilaras, A. 406  
 Marakas, G.M. 384  
 market value capital 312, 313  
 Marks, G. 105, 109  
 Marlow, S. 552, 565  
 marriage, impact on career advancement 107–9  
 Marshall, J. 473, 513, 521  
 Marshall, N. 539  
 Martin, G. 515  
 Master in Business Administration *see* MBA  
 maternity leave 112  
 Maurana, C.A. 407  
 Mayrhofer, W. 244  
 MBA  
 Canadian programmes 512  
 criticism of 341–2, 379, 527–8  
 expectations from 58–60, 68, 69, 70  
 UK programmes 38–9  
 US programmes 530  
*see also* MBA and entrepreneurship, women and people of color; MBA career benefits, gender differences; MBA students' career choice, comparative analysis; MBA students' career choice, culture and gender; MBA students, career development and values change; MBAs, entrepreneurs and non-entrepreneurs  
 MBA and entrepreneurship, women and people of color  
 MBA and entrepreneurship as career choice 535–6  
 women and people of color and the MBA 528–31  
 MBA and entrepreneurship 536–40  
 MBA, benefits 533–5  
 MBA experience 532–3  
 MBA, motivations to pursue 530–31  
 MBA career benefits, gender differences  
 implications of findings 520–22  
 research findings 517–20

- extrinsic benefits 517
- gender and the MBA 519–20
- intrinsic benefits 517–19
- research study 516–17
- MBA students' career choice, comparative analysis
  - conceptual framework 24–6
  - conclusions 45
  - implications 45
  - literature review 26–8
  - methods 26–8
  - results 28–45
    - key influences 31, 33–8, 40–43
    - MBA expectations 40, 44–5
    - MBA funding 31, 33
    - occupational status, student and parents 31–3
    - organizational status 31–3
    - personal characteristics 28–30, 39–40
- MBA students' career choice, culture and gender
  - culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- MBA students, career development and values change
  - further research 287
  - good-citizenship values and career development 282–6
  - graduate studies, proposals for 286
  - implications 286–7
  - modern careers and values relationship
    - COR framework 279–80
    - value priority framework 280–82
  - modern careers, protean approach and values 277–8
  - traditional to protean career and values 278
- MBAAs, entrepreneurs and non-entrepreneurs 189–215
  - conceptual framework 192
  - discussion and conclusion 212–14
  - future research 214–15
  - implications 215
  - limitations of study 214
  - literature review
    - cultural aspect 193–4
    - demographic approach 192–3
    - personal approach 193
    - social learning theory and entrepreneurial career preference 191–2
  - method 197–200
  - research contexts: Canada and Israel 194–6
  - research hypotheses 196–7
  - research model 195
  - results 200–212
    - career patterns 201–2
    - demographic variables 203–5
    - entrepreneurs by gender 200–201
    - multivariate examination 208–12
    - personal attributes 205–8
- McClelland, D.C. 193
- Mcevily, B. 388
- McGill, M.E. 387
- McGlynn, C. 559
- McGrath, R.G. 190, 193, 215
- McKeen, C.A. 103, 118, 119, 515, 516, 522, 527, 531
- McKeon, D. 406
- McMahon, U. 408
- McPherson, M. 389
- Meijering, L. 475
- Meir, E.I. 316
- Melamed, T. 534
- Messmer, M. 513
- mid-career entrepreneurship 349–52
  - career making and learning 363–5
  - case studies
    - Home Stagers® 367–8
    - Tyrrells Potato Chips 365–7
  - decision making and learning factors 356–60



- education and professional development 361
- family background 360
- interests and hobbies 360
- orientation to risk and uncertainty 361–2
- personality and behavioural variables 362–3
- previous career experience 360–61
- social and community networks 361
- gender issues 352, 372
- literature 352–6
- opportunities and challenges
  - for individuals 371–2
  - for organizations 372–4
  - for society 374–5
- Mignot, P. 473
- migrant women *see* self-employed
  - black women
- migrants, skilled, career choice 464–6
  - economic factors 466–9
  - holistic perspective 476–80
  - psychological factors 472–6
  - sociological factors 469–72
- military service 263–6, 268
- Miller, D. 382, 387
- Miller, V.M. 465
- Millward, L. 354
- Minbaeva, D. 389
- Mincer, J. 189
- minority issues *see* minority nascent
  - entrepreneurs; people of color and women, MBA education; self-employed black women; skilled migrants, career choice; Turkish Cypriot restaurateurs
- minority nascent entrepreneurs
  - discussion 456–8
  - hypotheses 440, 442, 443
  - implications 458
  - literature review, career choice 435–6
    - entrepreneurial 436–7
    - and entrepreneurial career choice, convergence 437–40
  - minority entrepreneurs 442–3
  - minority group differences 440–42
- method
  - entrepreneurial status 447
  - interviews 445–6
  - race 447–8
  - reasons 448–51
  - respondents' description 446–7
  - sampling 443–4
  - weights 444–5
  - results 452–6
- Mintzberg, H. 330, 379, 391, 514, 528, 536
- Mira, J. 528
- Mirvis, P. 515
- Misko, J. 410
- Mistiaen, P. 488
- Mitchell, L.K. 192
- Moen, P. 108
- Morgan, A. 410
- Morokvasic, M. 550
- Mosakowski, E. 439
- Moss Kanter, R. 244
- mothers
  - career choice influence 103–4, 137–40, 148
  - entrepreneurship influence 162, 163–4
- motivation theory 282
- Mount, J. 382
- Mueller, K.A. 111
- Mulholland, G.E. 406
- Mulraney, J. 408
- Muzio, D. 560, 573
- narcissistic personality 167, 168
- Nash, R. 555, 556
- National Council of Work Experience (NCWE) 398, 411
- National Science Foundation (NSF) 444
- Nee, V. 465
- Neill, N.T. 406, 410
- networking 313, 388–9, 538
- Newton, A. 409
- Ng, E.S.W. 292
- Ng, T.W.H. 321
- NICE Systems 265–6
- Nicholls-Nixon, C.L. 383
- Nicholson, N. 25, 513
- Nkomo, S.M. 529, 531
- Nohria, N. 242, 313
- Nolan, C.A. 408
- non-entrepreneurs *see* entrepreneurs
  - and non-entrepreneurs among MBAs

- non-profit organizations 283
- Nonaka, I. 335, 384, 385
- North Cyprus *see* Cyprus, students' value preferences, comparative analysis; North Cyprus, students' career choice; North Cyprus, students' career choice, culture and gender; North Cyprus, Turkish Cypriot restaurateurs
- North Cyprus, students' career choice 38–45
- collectivism 40
  - individuals who may influence 40, 43
  - macro-influences 42
  - MBA expectations 40, 44–5
  - micro- and meso-influences 40, 41–2
  - sample characteristics 39–40
- North Cyprus, students' career choice, culture and gender
- culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- North Cyprus, Turkish Cypriot restaurateurs
- research findings, discussion 493–504
    - business start-up, contextual information 494–5
    - business start-up reasons, comparison 496–500
    - capital, forms of 500–504
    - distributive attributes of respondents 495–6
  - research methods 489–93
    - distributive attributes in North Cyprus 490–91
    - distributive attributes in UK 492
- Nougaim, K. 244
- NSF (National Science Foundation) 444
- O'Connor, J. 400
- Ohlott, P. 521
- Organ, D.W. 284, 285
- Organization for Economic Cooperation and Development (OECD) 466, 477
- organizational citizenship behavior (OCB) 284–5
- organizational life-cycle (OLC) 379–80, 382–4
  - growth stage 388–9
  - see also* engaging manager and knowledge absorptive capacity
- Özbilgin, M. 26, 28, 37, 243, 472, 473, 485, 487, 489, 498, 554, 556
- Panel Study of Entrepreneurial Dynamics (PSED) 434, 443–4
- parents, influence on career choice 103–4, 136–40, 148, 150
- Parr, N. 469
- Parsons, F. 1
- part-time study 314–15
- part-time work 111, 398
- Peiperl, M. 23, 24, 277, 513, 533
- Peixoto, J. 467
- Peltonen, T. 244
- Penrose, E. 245, 383
- people of color and women, MBA education
  - MBA and entrepreneurship as career choice 535–6
  - people of color and women and the MBA 528–31
    - MBA and entrepreneurship 536–40
    - MBA, benefits of 533–5
    - MBA experience 532–3
    - MBA, motivations to pursue 530–31
- Perrewe, P.L. 116
- Perry, L.L. 276
- person–environment fit theory 117

- personal career theory (PCT) 354, 355  
 Petersen, R.B. 243  
 Peterson, M.F. 442  
 Peterson, S.A. 286  
 Pfeffer, J. 293, 314, 320, 528  
 Phizacklea, A. 552  
 Phoenix, A. 571  
 Pines, A.M. 5, 53, 70, 159, 181, 236,  
     237, 260, 261, 262, 267, 474, 475,  
     476  
 Piotrowski, C. 531  
 Platman, K. 354  
 Powell, A. 337  
 Powell, G.N. 111  
 Prahalad, C.K. 333  
 professional career orientation 244,  
     248–50, 253  
 professional image 533–4  
 Propp, K.M. 384  
 protean careers 277–8, 515–16  
 Prusak, L. 384, 386  
 Pryor, R. 355  
 PSED (Panel Study of Entrepreneurial  
     Dynamics) 434, 443–4  
 psychoanalytic theory 157  
     childhood experiences 261–2  
     family influence on career choice 104  
     father role 159, 162–3, 167–8  
     gender and career choice 54  
 psychological contract 363  
 psychology of entrepreneurs 260–61  
 Punnett, B.J. 113  
 ‘push influence’ of parents 139–40, 150  
     push–pull factors  
         for business education 315  
         ethnic minority business start-up  
             486–7  
         in women’s entrepreneurship 551–2  
 Quality Assurance Agency (QAA)  
     38–9  
 Quinn, R.E. 382  
 Quinn, U. 408  
  
 racial identity theory 440–41  
 racism 423–4, 487, 564–5, 572, 574  
 Rae, D. 349, 354, 356, 357, 358, 364,  
     365, 370  
 Ram, M. 488  
 Rawlinson, S. 467  
  
 Reagans, R. 388  
 Reay, D. 555, 556  
 Reed, M. 389  
 Reingold, J. 391  
 Reitman, F. 108, 516  
 Reitz, J. 467  
 relationships and career choice  
     culture and relational influences  
         128–30  
     gender and relational influences  
         130–32  
     qualitative study 135–7  
     quantitative study 132–5  
     research findings 147–54  
         emerging themes 148–50  
         gender differences in relational  
             influences 151–2  
         IC and relationship types 152–3  
         implications 153–4  
         influence and relationships 148  
         influential agents and relational  
             dimensions 150–51  
     results, influence and relationship  
         135–47  
         fathers 136–7, 150  
         friends and colleagues 143–4  
         gender differences 134–5  
         higher-level managers 144–5  
         IC and relationship types 135  
         mothers 137–40  
         ‘myself’ 146–7  
         parents 136–40, 150  
         relatives and acquaintance 140–42  
         success stories 145  
         teachers and university professors  
             142–3  
 religion  
     and community integration 92  
     and praxis of charity 82–3  
 relocation decisions, impact of family  
     113  
 reluctant entrepreneurs 364  
 Remennick, L. 467, 468, 471, 476  
 Renio, A. 312, 313, 514  
 resource categories 279  
 Reyneri, E. 471  
 Reynolds, P.D. 444, 445, 446  
 Richardson, P.W. 219, 220, 231, 236  
 Riediger, M. 279  
 Roberts, E.B. 189

- Roberts, I. 354  
 Roberts, L.M. 533–4  
 Robinnet, S. 189  
 Robinson, V. 475  
 Roehling, P.V. 116  
 Rokeach, M. 280  
 role models 136–7, 150, 485–6, 502  
 Ronen, S. 103  
 Rosen, B. 106  
 Rossmann, M.M. 38  
 Royce, J.R. 337  
 Rubin, H. 556  
 Rubin, I. 556  
 Ruderman, M.N. 118  
 Russell, J.E. 111  
 Russian migrant workers in Israel 468, 471  
 Rynes, S.L. 294
- Sagiv, L. 280, 281  
 Samway, K.D. 406  
 Sanders, M.M. 103, 117  
 sandwich and industrial placements 398  
 SARIE 436–7, 439  
 Saxton, J. 405, 408, 409  
 Scarborough, H. 385  
 Scase, R. 513  
 Schaafsma, H. 409  
 Schein, E. 352, 368  
 Schein, E.H. 101, 244, 381  
 Scheinberg, S. 436  
 Scherer, R.F. 486  
 Schner, J.A. 108, 516  
 scholastic capital 312  
 Schön, D.A. 391  
 Schultheiss, D.E.P. 136, 137, 139, 141, 143  
 Schumpeter, J.A. 158, 338–9, 340  
 Schwartz, S.H. 280, 281  
 Scott, L.R. 191  
 Scurry, T. 320  
 self-awareness 278  
 self-confidence 313, 517–18, 521  
 self-efficacy 312, 313  
 self-employed black women  
   conclusion 575  
   hairdressing and legal sector 558–9  
   historical and contemporary context 549–51  
   influences 572–5  
     background 560–64  
     conceptualization of 551–6  
     previous work experience 564–6  
     work–home interface 566–72  
   methodology 556–7  
 self-esteem 313  
 serial high-tech entrepreneurs and managers  
   discussion 161–2  
   entrepreneurs 158–9  
     birth order 164–6, 168  
     case study 165–6  
     father figure 162–3  
     relation to others 163–4  
   managers 166–9  
     birth order 168  
     case study 168–9  
     father figure 167  
   research method 160  
   results 160–61  
 Shaffer, M.A. 114  
 Shane, S. 328, 340, 436  
 Shapero, A. 193  
 Shaver, K.G. 191, 260, 261  
 Shen, J. 406  
 Shenkar, O. 103  
 Shepherd, Jill 379  
 Sherrie, E. 353  
 Shim, C.L. 383  
 Shipper, F. 514  
 Shirom, A. 279  
 Simmering, M. 531  
 Simpson, R. 24, 27, 53, 314, 511, 514, 522, 527, 529, 532, 533, 534, 535, 538  
 Sinclair, A. 522  
 Singarevelu, H.D. 150  
 Single, L.E. 111  
 situation capability 331, 332–3  
 Skattebo, A. 111  
 Skill (National Bureau for Students with Disabilities) 405  
 skilled migrants, career choice 464–6  
   economic factors 466–9  
   holistic perspective 476–80  
   psychological factors 472–6  
   sociological factors 469–72  
 Slocum, J.W. 387  
 Smallbone, D. 488, 498

- Smith, L.N. 409  
 Smith, S. 407  
 Smithson, J. 103  
 social assimilation 488  
 social benefits of business education 318–19  
 social capital 312, 313, 336, 502, 503, 504, 538  
 social construction theory 54  
 social embeddedness 503  
 social expectations theory 108  
 social identity theory 24–5  
 social learning theory (SLT) 213, 485–6  
 social networks 504, 567, 571  
 social role theory 54  
 social solidarity 79–83  
 Society of Associated Researchers of International Entrepreneurship (SARIE) 436–7, 439  
 ‘soft’ skills 528  
 Sokol, L. 193  
 solidarity 79, 89–92, 95  
 Soskice, D. 401  
 sportsmanship 284  
 spousal support theory 107–10  
 Stahl, G.K. 244  
 start-up companies 258, 259, 485, 496–500, 504  
   ethnic minority small-businesses 486–8  
   *see also* Turkish Cypriot restaurateurs  
 Stern, S. 527  
 Stevenson, H.H. 383  
 Stockley, S. 363  
 Stone, P. 116, 117  
 Stoner, C.R. 109, 110, 112, 113  
 Stopford, J.M. 241  
 Storey, D.J. 487  
 students *see* business students’ views; MBA students  
 Sturges, J. 24, 28, 106, 107, 115, 515, 522, 527, 534  
 subjective career success 117–18  
 subjective well-being 281  
 Sulloway, F.J. 164, 179  
 Super, D.E. 1, 380, 435, 441, 457, 474  
 Sverko, B. 435, 441, 457  
 Swan, J. 385  
 Sweden, skilled migrants 468, 471  
 Szulanski, G. 384, 387  
 tacit knowledge 335, 384–5  
 Tajfel, H. 313  
 Takeuchi, H. 335, 384  
 Tan, C.K. 103, 119  
 Tang, M. 150  
 Tardos, R. 88  
 task knowledge 331  
 Tatli, A. 37, 489, 498, 556  
 teaching, career change from business 219–39  
   career change motivations 229–35  
   demographic background 222–3  
   discussion 235–7  
   professional histories 223–4  
   qualification backgrounds 224–8  
   study 220–21  
   teaching motivations 232–3  
   teaching, perceptions of 231, 233–5  
 Teece, D.J. 384  
 Tharenou, P. 108, 113  
 Thompson, C.A. 116  
 Tolbert, P.S. 108, 109, 118  
 training and development of managers and entrepreneurs  
   capability, social construction of 337–8  
   conclusions 343–4  
   entrepreneurs 330, 331–2  
   entrepreneurs and innovation 328–30  
   imagination and intuition 333–6  
   innovation and change 338–40  
   innovation and training 341–2  
   knowledge 335–6  
   managers 330–31  
   political and economic backdrop 327–30  
   post-experience programmes 343  
   situation capability 332–3  
 training experience *see* work placement in creative and cultural industries  
 training gap 401  
 Triandis, H.C. 128, 129  
 Tsoukas, H. 389  
 tuition fees 311  
 Turban, D.B. 294, 295

- Turkey *see* Turkey, students' career choice and relationships; Turkey, students' career choice, comparative analysis; Turkey, students' career choice, culture and gender; Turkey, students' value preferences, comparative analysis; Turkish Cypriot restaurateurs
- Turkey, students' career choice and relationships  
 culture and relational influences 128–30  
 gender and relational influences 130–32  
 qualitative study 135–7  
 quantitative study 132–5  
 research findings 147–54  
   emerging themes 148–50  
   gender differences in relational influences 151–2  
   IC and relationship types 152–3  
   implications 153–4  
   influence and relationships 148  
   influential agents and relational dimensions 150–51  
 results, influence and relationship 135–47  
   fathers 136–7, 150  
   friends and colleagues 143–4  
   gender differences 134–5  
   higher-level managers 144–5  
   IC and relationship types 135  
   mothers 137–40  
   'myself' 146–7  
   parents 136–40, 150  
   relatives and acquaintance 140–42  
   success stories 145  
   teachers and university professors 142–3
- Turkey, students' career choice, comparative analysis  
 conceptual framework 24–6  
 conclusions 45  
 implications 45  
 literature review 26–8  
 methods 26–8  
 results 28–45  
   key influences 31, 33–8, 40–43  
   MBA expectations 40, 44–5  
   MBA funding 31, 33  
   occupational status, student and parents 31–3  
   organizational status 31–3  
   personal characteristics 28–30, 39–40
- Turkey, students' career choice, culture and gender  
 culture, role of 51–3  
 discussion 67–71  
 future research 71  
 gender, role of 53–5  
 hypotheses 55–6  
 implications 71  
 limitations 71  
 method 56–7  
 results 57–67  
   career choice influences 59, 61–4, 67  
   career goals 62, 64–6  
   expectations from MBA 58–60, 66  
   gender differences 59, 60, 62, 63, 65  
   people influencing career choice 62, 64
- Turkey, students' value preferences, comparative analysis  
 charity determinants, regression model 93–4  
 collective attitude and individual self-assertion 83–9  
 community integration and solidarity 89–92  
 cultural differences 77–9  
 Hungarian sample 75–6  
 religion 82–3, 92  
 research aims and hypotheses 76  
 social solidarity and charity 79–83  
 summary and conclusion 94–5
- Turkish Cypriot restaurateurs  
 research findings, discussion 493–504  
   business start-up, contextual information 494–5  
   business start-up reasons, comparison 496–500  
   capital, forms of 500–504  
   distributive attributes of respondents 495–6  
   research methods 489–93

- distributive attributes in North Cyprus 490–91
  - distributive attributes in UK 492
- Turner, B. 474
- Turner, C. 474
- Turner, D. 410
- Turner, P. 408
- Tyrrells Potato Chips 365–7
- UK *see* UK, students' career choice;
  - UK, students' career choice, culture and gender; UK, students' value preferences, comparative analysis; UK, Turkish Cypriot restaurateurs; UK, work placement in creative and cultural industries
- UK, students' career choice
  - collectivism 40
  - individuals who may influence 40, 43
  - macro-influences 42
  - MBA expectations 40, 44–5
  - micro- and meso-influences 40, 41–2
  - sample characteristics 39–40
- UK, students' career choice, culture and gender
  - culture, role of 51–3
  - discussion 67–71
  - future research 71
  - gender, role of 53–5
  - hypotheses 55–6
  - implications 71
  - limitations 71
  - method 56–7
  - results 57–67
    - career choice influences 59, 61–4, 67
    - career goals 62, 64–6
    - expectations from MBA 58–60, 66
    - gender differences 59, 60, 62, 63, 65
    - people influencing career choice 62, 64
- UK, students' value preferences, comparative analysis
  - charity determinants, regression model 93–4
  - collective attitude and individual self-assertion 83–9
  - community integration and solidarity 89–92
  - cultural differences 77–9
  - Hungarian sample 75–6
  - religion 82–3, 92
  - research aims and hypotheses 76
  - social solidarity and charity 79–83
  - summary and conclusion 94–5
- UK, Turkish Cypriot restaurateurs
  - research findings, discussion 493–504
    - business start-up, contextual information 494–5
    - business start-up reasons, comparison 496–500
    - capital, forms of 500–504
    - distributive attributes of respondents 495–6
  - research methods 489–93
    - distributive attributes in North Cyprus 490–91
    - distributive attributes in UK 492
- UK, work placement in creative and cultural industries
  - conclusions and recommendations 424–6
  - creative and cultural industries
    - defining 399–401
    - training and careers 401–2
  - equality concerns 405–11
  - HEIs and host institutions, role of 404–5
  - progress, signs of 402–3
  - research method 412–14
  - state, role of 403–4
  - study findings analysis
    - HEIs 414–18
    - host institutions 418–21
    - students' perception of 421–4
  - training to work process, failure of 401–2
  - work placements, defining 398–9
- UNESCO 399
- university career services 300, 301, 303–4, 305
- USA
  - MBA programs 530
  - skilled migrant workers 471–2
  - work placements 407
- USA, career change from business to teaching 219–39

- career change motivations 229–35
- demographic background 222–3
- discussion 235–7
- professional histories 223–4
- qualification backgrounds 224–8
- study 220–21
- teaching motivations 232–3
- teaching, perceptions of 231, 233–5
- Useem, M. 312
- Utasi, A. 80, 83, 84, 88
- Uzzell, D.L. 402
  
- Valcour, P.M. 108, 109, 118
- value congruence 116
- value preferences of management
  - students, comparative analysis
  - charity determinants, regression model 93–4
  - collective attitude and individual self-assertion 83–9
  - community integration and solidarity 89–92
  - cultural differences 77–9
  - Hungarian sample 75–6
  - religion 82–3, 92
  - research aims and hypotheses 76
  - social solidarity and charity 79–83
  - summary and conclusion 94–5
- values change and career development, MBA students
  - further research 287
  - good-citizenship values and career development 282–6
  - graduate studies, proposals for 286
  - implications 286–7
  - modern careers and values
    - relationship
    - COR framework 279–80
    - value priority framework 280–82
  - modern careers, protean approach and values 277–8
  - traditional to protean career and values 278
- van Hoven, B. 475
- VandenHeuvel, A. 468
- Vigoda, E. 80, 276, 283, 284, 285, 286
- Vinokurov, A. 476
- Vozikis, G. 363
  
- Wacquant, L. 487, 553, 554
- Waldinger, R. 471, 474
- Walsh, J.S. 114
- Watson, T.J. 364, 390
- Watt, H.M.G. 219, 220, 231, 236, 237
- Watts, A.G. 25
- Way, W.L. 38
- Weber, M. 87, 88
- Weick, K. 350, 354, 364, 520
- Weiler, S. 539
- Weinrauch, D. 352
- well-being 280–81
- Wells, L.T. 241
- Wenger, E. 357
- West, M. 25, 513
- Westhead, P. 402, 436
- Wherle-Einhorn, J.L. 529
- Whitcomb, K.M. 320
- Whitley, R. 389
- Wiebe, F. 381
- Wilcox, I.B. 531
- Williams, L.J. 285
- Wilson, F. 381
- Winter, D.G. 193
- Wise, J. 354
- Wnuk, D. 520
- Wolf, A. 401
- women
  - business ownership in USA 536
  - career advancement, factors affecting 107–14
  - career exit 116–17
  - career satisfaction 117–18
  - mid-career entrepreneurship 355, 372
  - parenting role 120
  - teaching, motivations for choosing 232–3, 236–7
  - see also* gender; self-employed black women
- women and people of color, MBA education
  - MBA and entrepreneurship as career choice 535–6
  - women and people of color and the MBA 528–31
  - MBA and entrepreneurship 536–40



- MBA, benefits 533–5
- MBA experience 532–3
- MBA, motivations to pursue 530–31
- Wooden, M. 468
- work–family expectations on career choice 104–6
- work–family values in career-choice 102–3
- Work Importance Study (WIS) 435–6, 439
- work–life balance 115–19, 120
- work motivation 282–3
- work placement in creative and cultural industries
  - conclusions and recommendations 424–6
  - creative and cultural industries
    - defining 399–401
    - training and careers 401–2
  - equality concerns 405–11
  - HEIs and host institutions, role of 404–5
  - progress, signs of 402–3
  - research method 412–14
  - state, role of 403–4
  - study findings analysis
    - HEIs 414–18
    - host institutions 418–21
    - students' perception of 421–4
  - training to work process, failure of 401–2
  - work placements, defining 398–9
- work shadowing 398
- Yanai, Y.O. 476
- Yoder, J.D. 111
- Young, B. 512
- Zemke, R. 106
- Zimmer, C. 503
- Zimmerman, B.J. 383

