

---

# Index

---

- acceptance 2, 5, 21, 24, 44, 68, 75, 161, 196–201, 204, 270, 380
- accuracy goals 101
- Acker, J. 184–5, 190–91
- Adams, Susan 6
- adaptation 161, 165, 345, 413–15, 491
- adaptive  
  preferences 49, 182, 276  
  women 51–2, 342
- Adler, P.S. 265
- advancement process 382–3
- affinity groups 159, 168, 370–71
- affirmative action 96, 326
- Agars, Mark 6–7, 166, 281
- age 8, 108, 130, 133–4, 140–41, 143–4, 147–51, 183, 276, 311, 376, 420, 432, 438, 446–7, 450–51, 490, 499  
  discrimination 147, 475
- agency 44, 48, 54, 56, 65, 68, 91, 180, 186, 191, 293–5, 298, 313, 315–18, 502
- agency–communion paradigm 293
- agent 91–3, 194, 293–5, 299, 428
- Allen, Kim 36–7, 40–41
- Allen, T.D. 231
- Altman, Y. 341, 350
- ambiguity 96–100
- ambivalence 417
- Americans with Disabilities Act (ADA) 148
- Anderson, Deirdre 8
- Anker, R. 179
- applicant pool 99
- appreciative inquiry 161, 165–6
- Armstrong, C. 230
- Arts & Labor Occupy group 35
- Ash, R.A. 233
- assignments 3, 6, 21, 136, 143–4, 159, 167, 209, 214, 233, 244, 278, 280, 298, 341–4, 346–8, 350, 352–3, 380, 384
- Association to Advance Collegiate Schools of Business (AACSB) 16–17
- attention 93
- attributes 2, 4, 16, 36, 45, 63, 91–2, 96, 194, 363, 369, 492
- Auer, P. 112
- August, Rachel 8, 495
- authentic 311–12, 314, 318, 425
- authenticity 18, 276, 317–18, 345–6, 446–7, 493–4, 498–503
- awareness 316–18
- Ayman, R. 230
- Baby Boomers 8, 276, 284, 425, 438, 440, 449, 452–4, 456–7, 481, 484, 487, 490
- backlash 307, 315
- Barrett, Mary 5
- Barsh, J. 3, 160
- Bartunek, J.M. 164
- Baruch, Yehuda 7, 260, 350
- Bateson, M.C. 430–31
- Baxter, Judith 252
- Becker, G.S. 181
- Beckett, Andy 33–4
- Beier, Jill Choate 7
- beliefs 194–205
- Belkin, L. 448
- Bendl, Regine 5, 140–41, 146–50
- Bergman, B. 195
- Bergmann, T.J. 140
- bias 5, 16, 69–70, 90–102, 107, 159–64, 166, 168–70, 209, 244, 255, 261, 281, 297, 370, 381, 401
- Bickel, J. 237
- Bilimoria, D. 446–7, 450, 456
- Billing, Yvonne Due 8, 413–14, 417
- biological classification 66
- boardroom diversity 326
- Bolton, S. 377
- boundary crossing 352
- boundary management 259, 283

- boundaryless careers 276, 446  
 Bourdieu, Pierre 6, 48, 112, 179–80, 186–91  
 Bowles, H.R. 233  
 Braun, Susanne 5  
 Broadbridge, Adelina 4, 6, 8, 225, 260  
 Broderick, Elizabeth 326  
 Brown, C. 182  
 Bruyère, S.M. 148  
 Bryans, Patricia 7, 17  
 Brzezinski, Mika 255  
 bullying 279–81  
 Burke, S. 231  
 burnout 199, 426  
 business education 15–17  
 business schools 4, 16–17, 25, 83, 209  
 Butler, J. 61  
 Butterfield, D.A. 293  
 Buzzanell, M. 119
- Cabrera, E.F. 494  
 Cahill, K. 483  
 Cameron, Deborah 106, 120  
 Campbell, S. 5, 105, 110–14, 116, 118, 120  
 Champion, M.A. 426  
 capital 6, 38, 179–80, 187–8, 191, 412  
   career framework 341, 345–7, 349–50, 353  
   cultural 37, 50, 187, 192, 383  
   economic 187  
   human 6, 36, 98, 181–2, 185, 188, 191, 215, 259, 264–5, 275, 291–2, 374, 382  
   psychological 205  
   social 6, 20, 40, 187, 260, 265–7, 278–9, 298–9, 346–7, 383–4, 416, 418  
 capitalism 31, 124, 190  
 career  
   aspirations 453, 457  
   breaks 182, 292, 360, 449, 478  
   category 203  
   coach 218, 246  
   commitment 22, 228  
   decisions 57, 425, 433–4, 438–9, 460–71  
   early 57, 249–50, 346, 446, 448, 494  
   enhancement 222, 228, 352  
   functions 233–4  
   history 76, 305, 309  
   impact 215–16  
   mid 30, 245, 346, 438, 446, 487  
   models 7, 259, 276, 285, 341, 343–5, 434, 456, 491, 493  
   opportunity 3, 20, 99, 136, 255, 278, 327, 346, 463  
   progression 6–7, 21, 24, 187, 251, 345, 352, 462, 465–6, 493  
   prospects 348  
   satisfaction 199–202, 204, 228, 275, 280, 429, 437, 439–40  
   self-management 259–60, 268, 270, 383, 475  
   signposting 246–7, 254  
   strategy 219  
   success 6–7, 21, 158, 198–200, 203–4, 217, 246, 268, 270, 275–8, 280, 282–4, 305, 309, 352, 377, 383, 401, 416, 418, 425, 428, 434, 437, 439–40  
   support 6, 22, 51, 246–7, 249–50, 253  
   values 476  
 Career Pathway Survey 6, 195, 197–205  
 Carli, Linda 7, 197, 244, 252, 416  
 Carroll, Lewis 270  
 Carter, N. 15–16  
 Carver, C.S. 199  
 Cathro, V. 352  
 Chambers, John 254  
 change cultures 202, 418  
 change models 161–6  
 Chesterman, C. 305  
 Chia, R. 67  
 childbirth 358, 421, 460, 471  
 childcare 51, 53, 62, 116, 168, 279, 291, 293, 358, 370, 392, 398–401, 403–5, 453–4, 461–2, 467–8, 471  
 choice feminism 5, 46–7  
 Churchill, Winston 195  
 Cialdini, R.B. 166  
 Clair, J.A. 151–2  
 Cohen, D.S. 167  
 Cole, M.S. 75, 77, 145  
 Cole, N.D. 352  
 Collins, K.M. 231  
 Collins, N.W. 229  
 Colyvas, J. 65

- commitment 6, 22, 38, 47, 51, 58, 85,  
 118, 164, 168, 175, 182, 196, 198,  
 202, 211, 228, 235, 245–6, 269–71,  
 290, 315–18, 329, 351, 361, 363,  
 381, 385, 391, 394, 398–400,  
 416, 420–21, 432, 439, 448, 455,  
 461  
 communal 91, 194, 293–6, 299  
 communication 16–20, 24–5, 39, 77,  
 97, 111, 129–30, 134, 163, 218,  
 221, 230, 234, 334, 349–50, 363,  
 366, 412, 439, 482, 493  
 conflict 49, 51–2, 105–6, 118, 124, 168,  
 215, 217, 232, 245, 283–4, 342,  
 346, 391–4, 398–403, 420, 431,  
 436, 446–8, 470, 498  
 Connell, R.W. 308  
 constructionist paradigm 107  
 continuous change 161, 164–5  
 conversation analysis (CA) 105,  
 108–11, 118  
 conversations 5, 105–13, 115, 118, 149,  
 160, 175, 214, 237, 261, 264, 335,  
 400, 428, 438, 467  
 Cook, A. 267  
 Cook, J. Michael 358, 371  
 Cooperrider, D.L. 165  
 corporate boards 7, 90, 99, 158, 166,  
 170, 290, 323  
 corporate governance 322, 324, 326–7,  
 329  
 cost mitigation 210–11  
 counter-stereotypical information  
 16  
 Cox, T. 163, 165, 167  
 credibility 17, 313–14, 317–18, 349  
 Crompton, R. 53, 277, 375–6, 385  
 cross-cultural 140, 213, 221, 348  
 cultural capital 37, 50, 187, 192  
 cultural conditions 44, 58  
 cultural feminization 39  
 cultural knowledge 128, 187  
 cultural orientations 376  
 cultural stereotypes 111  
 curriculum 16–17, 25  
 culture 3, 7, 22, 34–5, 38, 58, 79, 106,  
 114, 116, 118, 127–8, 131, 133,  
 135, 149–50, 159–60, 162–3,  
 183–4, 187, 195, 201–2, 220–21,  
 253, 255, 259, 281, 283, 290, 297,  
 326, 336, 343–4, 362–3, 365–6,  
 370–72, 385, 402, 404, 418,  
 420–21, 447, 457  
 Dart, Beatrix 254  
 Davies, E. 475, 477  
 De Oliveira, E.T.V.D. 75  
 De Simone, Silvia 7  
 decision-makers 96–7, 123, 131, 133,  
 145, 159, 208, 278, 403  
 Decker, Diane 4, 16–17  
 demasculinize management 421  
 denial 196–7, 199–202, 204, 271  
 Dent, F.E. 244  
 dependent children 460–71  
 disability 144, 148–50  
 discourse 477–8  
 dispositional optimism 199, 203  
 distributive negotiating style 18  
 diversity checklist 327  
 diversity dimensions 140–41, 144–5,  
 147, 149–52  
 diversity initiatives 96, 168, 175, 324,  
 385  
 diversity training programmes 159  
 Doldor, E. 140  
 domestic support 398  
 double-bind 68  
 double-loop learning 168  
 downshift 494  
 doxic order 189–90  
 Dreher, G.F. 233  
 dual-earner 392  
 dualistic gender concept 61, 66, 70  
 Duffy, M. 191  
 Dunn, P. 336  
 Dworkin, T.M. 233  
 Eagly, A.H. 194–5, 197, 244, 252, 416  
 early retirement 432, 435, 474  
 Eberherr, Helga 5  
 Eby, L.T. 352  
 Eccles, J.S. 431  
 Eckert, P. 118  
 education 15–25  
 Ekerdt, D.J. 476  
 Elacqua, T.C. 195  
 elite networks 137  
 elite women 305, 348  
 Ellemers, N. 305

- Elliott, C. 309  
 emergent change 164–5  
 Emirbayer, M. 180, 188  
 employee resource groups 159, 165  
 employment decisions 48, 74–5, 93  
 encore career 8, 425–40  
 enhancement 151, 228, 352, 391–4  
 Ensher, E.A. 232  
 essentialist paradigm 106–7, 117  
 ethnicity 51, 108, 117, 125, 128, 135–7,  
 140–41, 143–4, 146–8, 150–52,  
 191–2  
 European Commission 148–9, 244  
 evaluation 97–8  
 Everett, J. 180  
 exclusion 5, 62, 69, 75, 123, 136–7,  
 140–47, 151–2, 231, 258  
 executive search consultants 5, 123,  
 126, 132, 134–6, 140–44, 147–50,  
 152, 258  
 executive search development 5,  
 123–37, 140–52  
 exit 363, 412–17, 419–20, 427, 435, 462,  
 466, 491  
 expatriates 7, 341–4, 346–52  
 explanatory style optimism 199, 202–4
- face time 359, 361, 448  
 Faludi, S. 54  
 family commitments 6, 38, 245–6, 394,  
 416  
 family matters 311, 317–19  
 family responsibilities 116, 133–4, 161,  
 181, 245, 277, 282, 292, 311, 365,  
 391, 394, 401, 412  
 family roles 291, 316, 392–3, 398, 400,  
 402, 493  
 family support 252, 349, 364, 392, 467  
 fatherhood 419  
 fathers 80, 135, 265, 269, 291, 416–17,  
 421, 451, 461–2, 470, 481  
 female directors 305, 322, 331, 333  
 female entrepreneurship 7, 390–404  
 femininity 30, 39, 44, 47, 54, 66, 76, 87,  
 95, 107, 179, 187, 189–90, 306–7,  
 310–11, 350  
 feminist economic theory 501  
 feminist language 107  
 feminized occupations 30–31, 38–40,  
 57, 179–92, 382  
 financial pressure 465–7, 469  
 financial rewards 465  
 Fiorina, Carly 254  
 Fletcher, J.K. 231, 234, 419  
 flexible work 36, 39, 283, 349, 385, 447,  
 461–2, 470–71  
 arrangements 7, 165, 357–72, 431,  
 448  
 options 160, 168  
 policies 382  
 programmes 160  
 rights 461  
 formal mentoring programmes 22, 228,  
 251, 281, 366  
 Fortune 500 companies 1–2, 15, 24,  
 214, 290  
 Fowler, Jane 6, 234  
 Frankel, L.P. 109  
 Fullan, M. 225  
 fun 8, 370, 427–30, 435, 437, 439
- Gardner, Howard 167  
 Gardner, Phil 39  
 Garfinkel, H. 77  
 gatekeepers 5, 68, 123  
 gender binary 150, 189, 306–7, 310–11,  
 316, 318  
 gender diversity 17, 159, 161, 169, 175,  
 225, 297, 324, 327–9, 337  
 Gender Equality Act 120, 125  
 gender gaps 16, 62, 124, 291–2, 296  
 gender hierarchies 61–3, 69, 259  
 gender inequalities 4, 30–42, 53, 55–7,  
 123, 125, 134, 137, 147, 180,  
 184–7, 189–91, 194, 255, 281, 298,  
 412  
 gender neutral/neutrality 2, 19, 44,  
 57–8, 61, 76, 80–81, 183–5, 190,  
 208, 212–13, 221, 292, 310  
 gender roles 24, 47, 61, 63, 69, 160,  
 277–8, 281, 363, 393, 477  
 gender segregation 61–2, 68, 125, 191,  
 298, 376  
 gender sensitivity 81–2  
 gendered expectations 87, 219, 308,  
 318, 414  
 gendered institutions 181, 184–5  
 gendered practices 85, 229, 418  
 gendered scripts 65–6, 77, 82  
 gender-typed 92, 95–6, 98, 100

- Generation X (GenXers) 8, 284,  
     449–50, 453–7  
 Generation Y 284, 487  
 Giddens, A. 142–4  
 Gill, R. 54–5  
 Gilligan, C. 501  
 Gladwell, Malcolm 170  
 Glass, C. 267  
 glass ceiling 6–7, 22, 185, 194–205, 210,  
     259, 305, 342, 457  
 glass cliff 166, 298, 342  
 glass escalator 181, 185–6  
 Glatt, Eric 35  
 Gleicher, David 164, 167  
 global assignments 342, 344, 346, 348,  
     350, 352  
 global careers 7, 341–53  
     virtual 349–50  
 goal-directed behaviour 502  
 goal-setting 229–30, 500  
 Godshalk, V.M. 230  
 Gorman, E.H. 145  
 Gouvier, W.D. 148  
 Graves, L.M. 20, 22–3, 110  
 Gumperz, J.J. 110  
 Gupta, Vipin 6  
  
 habitus 6, 62, 67–8, 179–80, 186–91  
 Hackman, J.R. 494  
 Hakim, Catherine 5, 45, 47–56, 58,  
     182–3, 342–3, 462  
 Hall, D.T. 431, 476, 486  
 Han, S.K. 477  
 Hanappi-Egger, Edeltraud 5, 62, 65–8,  
     258–9  
 handicap script 81, 86  
 harassment 3, 35, 196, 278–81  
 Hardin, J.R. 145  
 Hareli, S. 76  
 Hargreaves, A. 225  
 Harman, Melissa 366  
 Harris, F. 53  
 Haslam, S.A. 342  
 Hass, Susan 6  
 headhunters 123–4, 126, 132–6, 140,  
     142  
 headhunting 5, 141, 202, 456  
 hegemonic gender 61  
 hegemonic masculinity 2, 307–8, 383  
 Heilman, Madeline 5, 95  
  
 Hendricks, J. 477  
 Henkens, K. 475, 485  
 heterogeneity 48–9, 51, 53, 128, 476  
 heterosexual matrix 61  
 hierarchical dualities 147  
 Hirschman, A.O. 412–13, 415  
 Hirsh, W. 316  
 Hofstede, G. 350  
 Hole, Arni 326  
 Holgersson, Charlotte 5, 75, 133  
 Holmes, O. 150  
 Holtom, B.C. 432  
 Holton, Viki 6, 244  
 home-centred women 49–52, 182  
 homosociality 75, 134, 258, 269  
 Hopkins, J. 64  
 horizontal segmentation 134, 187, 377  
 household labour 400  
 housework 291, 392, 394, 398, 400,  
     402, 404, 419  
 Houston, D.M. 462  
 human capital 6, 36, 98, 181–3, 185,  
     188, 191, 215, 259, 264–5, 267,  
     275, 291–2, 346, 374, 382  
 human resource management (HRM)  
     57–8, 74, 77, 95, 101, 129  
 human resources 70, 95, 101, 129–30,  
     134, 147, 175, 179, 199, 215,  
     359–60, 382, 414, 464  
 Huppertz, Kate 6  
 Huskins, W.C. 232, 237  
 Hwang, H. 65  
 Hytii, Ulla 5  
  
 ideal worker 2, 8, 38, 268, 385, 411,  
     421, 445, 447–8  
 idealistic achievement 446  
 identity 51, 64–9, 108, 115–16, 130,  
     151, 275, 345, 425, 429, 437–8,  
     465–7, 481, 484, 486, 492, 498  
     managerial 65, 68–9  
 impersonality 112, 114  
 imposter syndrome 24  
 incivility 279–80  
 indigenous groups 146  
 inequality  
     division of family work 400–403  
     gender 4, 30–42, 53, 55–7, 123,  
         125, 134, 137, 147, 180, 184–7,  
         189–91, 194, 255, 281, 298, 412

- information
  - interpretation 93–4
  - processing 93–4
  - recall 94
- initiatives 76, 96, 159, 161, 166, 168, 170, 220, 243, 248, 253, 280, 327, 349–50, 362, 364–5, 370, 385, 404, 447–8, 461, 463, 502
  - diversity 175, 324
- insecure work 32, 41
- institutional language 112
- intelligent career capital model 341, 350
- intercultural issues 111
- Intern Aware 34
- Intern Bridge 39
- Intern Labor Rights 35
- internship 4, 25, 30–42
- interpersonal attraction 230
- interpersonal support 427, 429, 433, 436, 439
- interpretive schemes 142–4, 146–7, 149, 151–2
- inter-role conflict 392
- interview
  - interaction 105, 118
  - technique 119
- intrinsic motivation 431
  
- Jackson, C. 316
- Jackson, J.C. 195
- Jackson, Margaret 325–6
- Jamali, D. 393
- Jenkins, A. 475
- job applications 74, 77–8, 85
- job assignments 144, 380
- job dissatisfaction 426, 448
- job profiles 142–4, 148
- job satisfaction 22, 158, 229, 276, 360, 430, 446, 478, 492
- Johnson, Jessica 35–6, 40, 210
- Johnson, V. 180, 188
- Jones, L. 182
- judgement criteria 97
  
- kaleidoscope career 7, 276, 341, 343–7, 434, 446, 491, 493
- Kanter, R.M. 4, 183–4, 187
- Karau, S.J. 194–5
- Kelloway, E.K. 476
- Khurana, R. 133
- King, J.E. 150
- Kirkpatrick, J. 46
- Kniveton, B.M. 75
- Konopaske, R. 352
- Kornberger, M. 385
- Kotter, J.P. 162, 167
- Kottke, Janet 6–7, 166, 281
- Kouzes, J. 209–10
- Kram, K.E. 225, 233–4
- Kumra, Savita 7, 383–5
- Kupka, B. 352
- Kwon, S.W. 265
  
- labour force 45–6, 62, 125, 258, 357–8, 390, 475, 490–91
- lack of fit 5, 90–102, 187
- Lahey, Katy 325
- Lane, N. 462
- language 5, 33, 100, 105–8, 111, 114–20, 146, 184, 208–9, 221, 253, 264, 478, 482, 503
- Lawrence, T. 65
- leadership goals 200
- leadership potential 313, 381
- leadership programmes 159, 243, 254
- leadership style
  - autocratic 295–6
  - democratic 295–6
  - directive 296
- leaky pipeline 69, 245, 358
- learning 25, 32–3, 35–8, 40, 161, 163, 168–9, 210, 212, 227, 230, 235–6, 238, 248, 271, 309–10, 312, 319, 349, 429, 431, 439, 503
  - cycles 431, 476
- Ledbetter, Lilly 279
- Lee, T.W. 426
- Leenders, M. 485
- legislation 1, 41, 70, 111, 114, 125, 148–9, 170, 258, 404, 460–61, 470–71, 502
- Levin, Leslie 7
- Lewin, Kurt 161–2, 165
- Lewis, Patricia 4–5
- Liechty, T. 478
- life satisfaction 275, 429, 437–8, 440
- life stage 57, 305, 311, 318–19, 345, 432, 436, 438
- lifestyle preferences 48, 53, 182
- Linder, Karen 254–5

- Lindorff, M. 195  
 Linell, P. 110, 119  
 Lirio, P. 284  
 listing 129–31  
 Llewellyn, N. 77  
 long-distance commuting couples 252  
 Lord, Linley 7  
 Loretto, W. 476–8, 482, 485–6  
 loyalty 22, 269–71, 412–13, 415–16, 419–20  
 Luchak, A.A. 484  
 Lupton, B. 190  
 Lupu, I. 385  
 Lyness, K.S. 95, 379  
 Lyonette, C. 277, 385
- Maertz, C.P. 426  
 Mainiero, L.A. 318, 345, 379, 493, 502–3  
 Makela, L. 352  
 Malcahy, Anne 252  
 male dominated positions 130  
 Managerial Attitudes Towards Women Executives Scale 195  
 managerial identity 65, 68–9  
 Manzi, Francesca 5  
 Marks, G. 462  
 Martin, B. 66  
 Martin, P.Y. 418–19  
 masculine professions 382  
 masculinity 2, 66–9, 75–6, 107, 181, 189, 208–10, 213, 299, 306–8, 311, 347, 350, 382, 413, 419  
 masculinity construction 65, 68–9  
 Matchar, Emily 46  
 matching 133, 230  
 maternity benefits 461, 463, 471  
 maternity leave 248, 251–2, 311, 363, 403, 455, 461, 466–7  
 Mattis, Mary 7, 245  
 Maupin, R.J. 378, 380  
 Mavin, Sharon 7, 17  
 Maxfield, Sylvia 6  
 Mayer, Marissa 251  
 McConnell-Ginet, S. 118  
 McDowell, L. 45  
 McKenna, S. 352  
 McMurray, A. 146  
 McNabb, R. 383  
 McRae, S. 53, 182–3
- meaningful work 427–9, 439  
 mentees 6, 23, 225–38, 334  
 mentoring 4, 6, 20–23, 25, 33, 40–41, 140, 201, 245, 247, 249–51, 253–4, 268, 278–9, 312, 336–7, 361, 366, 370–71, 381  
 benefits 228–9  
 functions 233–6  
 opposite sex 22–3, 229–31, 233  
 outcomes 230  
 programmes 22, 228–9, 251, 260, 281, 299, 326–7, 333–6, 364, 366, 371  
 psychosocial 21  
 relationships 16, 21–3, 225–38  
 mentors 3, 6, 21–3, 176, 196, 198, 225–38, 248–50, 266–71, 278–9, 281, 298–9, 334  
 mentorship 21, 23, 278–9, 366, 371  
 merit 44  
 meritocracy 44, 58, 326  
 meta-analysis 95, 158, 291–3, 295–7  
 Meyerson, D. 336  
 Mick, Robyn 363  
 Millennials 284, 440  
 Miller, Lisa 45  
 Mincer, J. 181  
 mindsets 3, 19, 159–61, 176  
 Mitchell, T.R. 426  
 mobility work 351  
 Moen, P. 447, 476–7, 482, 484  
 Morales-López, E. 112  
 Morrish, L. 151  
 motherhood 45, 51, 198–9, 292, 448–9, 464, 466, 471  
 mothers 3, 45–6, 51, 80, 87, 169, 187, 198, 244, 251–2, 265, 276, 291, 358, 361, 364, 391, 393, 403, 450, 455, 457, 460–63, 468, 470–71  
 Moulettes, Agneta 8  
 multiple roles 314, 392, 398  
 Murphy, S.E. 232  
 Murphy, Wendy Marcinkus 8  
 Muzio, D. 377
- narrativized speech 105, 117  
 needs 36, 51, 63, 114, 127, 160, 163, 184, 211, 226, 235, 251, 276, 281, 343, 359, 364, 390, 403, 446  
 clients' 133, 366

- family 360, 398, 403, 454, 456, 462
- post-retirement 8, 490–504
- women's 8, 170, 315, 403, 490–504
- Neergaard, A. 137
- negative expectations 96, 98–100
- negative performance 93–5, 99–101
- negotiated resignation 196
- negotiating 18–20, 227–8, 232–4, 236, 453
- neoliberalism 31, 33, 36–7, 40, 124, 185–6
- networking 6, 20–23, 38, 41, 196, 198, 217, 228, 249, 259–60, 278–9, 281, 299, 312, 351, 361, 370, 413, 416, 476
- networks
  - family 217
  - opposite sex 21
  - professional 217, 298, 350
- Ng, I. 158, 439
- non-executive posts 258
- non-work domains 431, 437, 445, 447, 451, 453–4, 457
- non-work experience 76, 78, 87
- not-for-profit organizations 123, 330, 332–4
- novelty 8, 427–31, 437, 439
- occupational characteristics 427–9, 432–3, 437, 439
- occupational segmentation 180
- occupational segregation 2, 48, 179, 184–5, 189, 278, 379
- O'Gorman, J.G. 234
- Ohlott, P.J. 447
- older workers 147, 474–5, 487, 503
- Oldham, G.R. 494
- O'Mara, K. 151
- O'Neil, D. 446–7, 450, 456
- Opportunity Now 243
- opting out 45–6, 353, 433–4, 438
- organization development 163–4
- organizational discourse 110, 160
- organizational fit 116
- organizational ideologies 112
- organizational politics 314
- Oxfam 32
- Ozbilgin, M. 68, 179
- Parasuraman, S. 391
- parental leave 79–82, 85–8, 125, 134, 292
- Paris, Lori 4, 16–17
- part-time working 3, 32, 39, 41, 51, 125, 182, 245, 251–2, 292, 309, 311, 358, 360–61, 363, 369, 411, 438, 462–7, 469–71, 494, 497, 503
- pathways 276, 278, 280–84, 330, 332–3, 335–7, 475–7, 501–2
- Career Pathway Survey 6, 195, 197–205
- patriarchal cultures 159, 344
- patriarchy 49, 54, 307–8
- Patterson, Nicola 7
- Paule, A. 146
- pay 16, 30, 32, 35, 159, 167–8, 170, 233, 255, 435, 499
- pay gap 48, 258, 291–2
- pay rises 158
- Pearson, C. 146
- pensions 474–7, 481, 486, 491, 495, 500
- Percheski, C. 46
- performance 3, 22, 24, 30, 34, 39, 96–101, 105, 118–19, 163, 190, 202, 216, 230, 260, 268–9, 281–2, 290, 293, 296–7, 314–15, 318, 327, 350, 360, 364, 371, 374, 382–4, 401, 414, 447
- negative 93–5, 99–101
- Perlin, Ross 31, 33–5, 41–2
- personal agency 502
- personal brand 313
- personal disclosure 105, 112, 114–16
- personal fulfilment 465–7, 469
- personality 108, 111, 129–31, 203, 259, 262–3, 292, 379, 449
- person-centred explanations 374, 378, 380
- Phillipson, C. 474–5, 483
- physical attractiveness 50, 95
- Pinar, M. 145
- planned change 161–5
- Pleau, R. 483
- positional advantage 36–8
- positive organizational scholarship 426, 428, 430, 502
- positive spillover 393, 400
- Posner, B. 209–10
- Post, C. 476, 487

- postfeminism 44–7, 54–8  
 post-retirement 8, 490–504  
 post-structuralist perspectives 107–8,  
 114, 117  
 Powell, G.N. 20, 22–3, 110, 202, 293  
 Powell, P.I. 210  
 pragmatic endurance 446  
 predictors 158, 492–3  
 preference theory 5, 45, 47–56, 58,  
 181–3, 342, 462  
 pregnancy 183, 462, 464–6, 469  
 prejudice 101, 146, 194–5, 202, 293,  
 461, 463  
 pre-planned quitters 426  
 primary careers 425, 427–8  
 Priola, Vincenza 7  
 privilege 4, 34, 36–7, 46, 56, 134, 190,  
 259, 432, 474, 487  
 Probyn, E. 56  
 Proença, M.T.V.C. 75  
 professional services firms 7, 123, 332,  
 374–86, 449, 457  
 professionalism 132, 232, 382, 384  
 profiling 127–9  
 projective agency 68  
 promotion 7, 21–2, 38, 65, 158–9,  
 163, 167, 182, 187–8, 190, 196–8,  
 201–2, 210–11, 218–19, 229,  
 233–4, 244, 250–51, 255, 260, 262,  
 275, 291–2, 294, 298, 310, 346,  
 357, 366–71, 374, 377–8, 380–81,  
 383–4, 418, 437, 463  
   policies 5, 69  
   processes 70, 168  
 protean careers 259, 276, 346, 434  
 psychosocial functions 231, 233–4  
 push-pull model 7, 341, 343–5, 352  
 Puwar, Nirmla 38  
  
 queen bee syndrome 295  
 Quinn, R.E. 165  
 Quintero, V.C. 495  
 quotas 70, 158, 290, 322, 324–6, 329  
  
 Ragins, B.R. 231, 234  
 recognition-based processes model 16  
 recruiters 5, 74–8, 84–7, 145, 150  
 recruitment decision-making 75–6, 78,  
 87  
 Redshaw, Jane 8  
  
 redundancy 474, 477, 481–3, 486  
 Reis, Cristina 7, 260, 348  
 reluctant retirees 477  
 retirement 4, 8, 435, 438, 451, 456–7,  
 474–85, 490–91  
   age 474, 483, 485, 490–91  
   early 432, 435, 474  
   planning 474, 476–8, 485  
   trajectories 476–7  
   *see also* post-retirement  
 Riach, K. 147  
 Rice, J. 162–3  
 Richardson, J. 348, 352  
 risk aversion 208–22  
 risk-taking 6, 208–11, 213, 215–22,  
 260, 271  
 Roberts, C. 5, 105, 110–14, 116, 118, 120  
 Rometty, Virginia 250  
 Roper, M. 418  
 Rose, C. 65  
 Rosenthal, S.L. 237  
 Ross, Andrew 31  
 Ross-Smith, Anne 7  
 Ruderman, M.N. 447  
 Russell Hatch, L. 477  
 Ryan, M.K. 342  
  
 Sandberg, Sheryl 15, 22, 165, 251,  
 254–5, 267, 315, 347–9  
 Sanderson, K. 375–6  
 Scharff, C. 54  
 Schegloff, E.A. 108  
 Scheier, M.F. 199  
 Schein, V.E. 293  
 Schmidt, Angelika 5  
 scholarship 38, 329, 335–6, 426, 428,  
 430  
 Schwarz, Madeline 39, 350  
 Scott, R.W. 70  
 scripting behaviour 74, 77, 85  
 Sealy, R. 244  
 second acts 425, 429, 431  
 secondary careers 425–6, 438, 440  
 sectorial segmentation 179  
 segregation  
   gender 61–2, 68, 125, 191, 298, 376  
   horizontal 134, 187, 377  
   occupational 2, 48, 179, 184–5, 189,  
   278, 379  
   vertical 6, 125–6, 134, 179–92

- selection criteria 142–5, 149
- self-acceptance 499
- self-belief 262–4, 267–8, 270, 312–13
- self-confidence 194, 202, 229, 262–3, 265, 267–8, 345
- self-construction 66, 69–70
- self-control 131
- self-efficacy 6, 16, 19, 23–5, 213, 215–17, 262–4, 311–13, 318, 502
- self-employment 7, 390–91, 394, 403–4, 478, 485
- self-fulfilment 342, 346, 378
- self-management 259–60, 268, 270, 383, 475
- self-promotion 210–11, 457
- self-reported behaviour 231
- self-surveillance 54
- Seligman, P. 200
- sexism 24, 54–5, 107, 166, 184
- sex-role stereotyping 64, 244, 379, 381
- sexual harassment 35, 196, 279
- sexual orientation 140–41, 143–4, 148–51
- Shapiro, Mary 6, 260
- Sheffield, J. 146
- Sheker, Geeta 254
- Shelton, L.M. 393
- Sheridan, Alison 7
- Shortland, S. 341
- Shultz, K.S. 475
- Shuman, K. 483
- Silva, C. 15–16
- Simmers, C.A. 391
- Simpson, Ruth 4–5, 225
- single-loop learning 168
- Skeggs, Beverley 37
- Smith, Paul 6, 195–7, 199, 201, 203–4
- social capital 6, 20, 40, 187–8, 260, 265–7, 278–9, 298–9, 346–7, 384, 416, 418
- social class 6, 48, 186, 190–91, 345, 348, 502
- social exchange theory 269
- social identities 502
- social inequalities 31, 34
- social media 35
- social networks 20, 137, 188, 350, 383, 436, 476, 482, 485, 493
- social resources 501
- social space 188–9
- social stereotyping 375
- social-cultural context 36, 44, 124, 137
- societal perspectives 135
- societal power structures 125
- socio-cultural 20, 54, 124, 133, 135, 137
- sociolinguistics 105–20
- Sosik, J.J. 230
- speech 105–8, 112, 114–15, 117
- speech patterns 18
- Spence, L. 77
- Spencer, D. 476, 484
- spirituality 150, 503
- spouses 81, 131, 198, 217–18, 292, 298, 342–3, 347, 349, 351–2, 378, 435–6, 464, 499
- Spurr, S.J. 378
- Stead, V. 309
- stereotypes
  - descriptive 293–4
  - prescriptive 293–4
- structural framework 5, 62, 68
- structuralism 67, 412
- structuration theory 143
- Sueyoshi, P. 378
- Sullivan, S.E. 318, 345, 493, 502–3
- supportive leadership 281, 283
- Sweet, S. 447
- symbolic violence 189–91
- Szinovacz, M.E. 475, 485, 491
  
- talents 19, 93, 166, 170, 229, 270, 429, 461, 463, 503
- Tanguary, D.M. 76
- Tannen, D. 106
- Tatli, A. 68, 179
- Taylor, S. 140, 501
- think manager–think male paradigm 7, 64, 74, 293, 305
- third sex 414
- Thompson, D.E. 379
- Thunqvist, D. 110, 119
- Tienari, Janne 5, 140, 145, 258
- time constraints 416
- token 4, 81, 86, 96, 181, 183–5, 187, 191, 297, 414, 487
- tokenism 86, 183–5, 329
- Tompkins, M. 336
- trade unions 32, 34, 41, 124
- transformational leadership 64, 296, 299

- transitions 4, 36, 78, 214, 238, 246, 333, 370, 416, 425–9, 433–40, 447, 463, 475–7, 485, 491–2, 498–9
- triple-loop learning 168
- trust 22, 111, 127, 230, 232, 236, 248, 266, 313, 398
- Tsentides, Andrea 7
- Tsoukas, H. 67
- turning around projects 247
- turnover 358, 363, 371, 426–8, 432, 435, 438, 444
- Twenge, J.M. 420
- UK Centre for Policy Studies 54
- unemployment 137, 474, 477
- unions 32, 34, 41, 124
- up-or-out system 377–8
- Ursell, Gillian 38
- validity 110, 195, 199, 201, 203–4, 469
- values 36, 38, 48–9, 53, 57–8, 64, 66, 69–70, 76, 107, 114, 127, 150, 159, 163, 170, 235, 259, 276, 281, 306, 311, 316, 336, 343, 345, 349–50, 418–19, 428–9, 434, 440, 444, 447, 449, 457, 475–6, 496
- van Solinge, H. 493, 501
- vertical segregation 6, 125–6, 134, 179–92
- vertical stratification 377
- Vickerstaff, S. 476–8, 482, 485–6
- Vinnicombe, Susan 8, 260, 383–4
- virtual global careers 349–50
- voice 4, 49, 53, 58, 111, 120, 170, 214, 312, 412–15, 417–18, 420
- Volpe, Elizabeth Hamilton 8
- voluntary redundancy 474
- voluntary turnover 426, 435, 438
- Voydanoff, P. 283
- wage parity 19
- Wages for Housework 41
- Wajcman, J. 66
- Walsh, J. 382
- Wang, M. 492–4
- Warren, A.M. 476
- Warren, T. 245
- Wass, V. 383
- Weick, K.E. 165
- well-being 8, 21, 101, 125, 199–200, 202–4, 284, 352, 484, 486, 491, 499–501
- Welsh, E.T. 231
- West, C. 306
- Whelehan, I. 54
- Whitney, D. 165
- wholeness 447
- Whole-Scale™ Change method 164, 167–8
- Wigfield, A. 431
- Williams, C. 185–6, 190–91
- Williams, Jannine 7
- Willmott, H. 68
- Wingfield, A. 191
- women
- academics 348–9
  - on boards 1, 322–37
  - entrepreneurs 7, 390–404
  - expatriates 7, 341–4, 346–52
  - partners 367–8, 380, 445, 449–50, 456
  - successful 2, 52, 165, 198, 259–60, 319
- Women as Managers Scale 195
- Women Workplace Culture Questionnaire 195
- Wood, G.J. 195
- Woolnough, Helen 8
- work
- assignments 21, 278, 280, 298
  - engagement 158, 199–202, 204, 263
  - part-time 3, 32, 39, 41, 51, 125, 182, 245, 251–2, 292, 309, 311, 358, 360–61, 363, 369, 411, 438, 462–7, 469–71, 494, 497, 503
  - placement 37–8, 41
- work-centred attitudes and behaviour 462
- work-centred women 49, 51
- work–family balance 182, 196, 394, 398
- work–family conflict 217, 283, 391–3, 401–2, 431
- work–family enrichment 393
- work–family facilitation 393
- work–family interface 390–405
- working history 80, 84

- working mothers 51, 169, 244, 251–2,  
361, 393, 460, 468
- work–life balance 8, 62, 169, 253, 259,  
275, 277, 283, 344–5, 361, 364–6,  
368, 391, 394, 403, 429, 434,  
437–8, 440, 445–58, 487
- Workplace Explanation Survey  
202
- work-related identities 492,  
498
- WorldatWork 160
- Wrigley, B.J. 196
- Yee, L. 3, 160
- young family years 202
- Zaniboni, S. 476, 485
- Zikic, J. 348
- Zimmer, L. 184
- Zimmerman, D.H. 306