

Career Structures

Celia Whitchurch, William Locke, Giulio Marini

The Management of Career Structures Institute of Manpower Studies (Great Britain). Co-operative Research Career Structures Working Party, 1981

Aging and Working in the New Economy Julie Ann McMullin, Victor W. Marshall, 2010-01-01 The case studies and analyses developed in this timely book provide insight into the structural features of small- and medium-sized firms in the information technology sector, and the implications of these features for the careers of people who are employed by them. Using research conducted in Australia, Canada, England and the United States, the contributors explore how individuals manage their paid work within firms that are struggling to survive and compete in global economies. The book discusses the tensions that arise as workers and owners struggle for personal and firm survival, two processes that are often contradictory and occasionally produce conflict. The firms in this study show how the character of the small, New Economy is changing the relationship between employers and employees in increasingly significant ways. A broadly international audience of scholars, students, human resource professionals and policymakers in business, public policy, economics and sociology will find this book of great interest.

Career Frontiers Maury Peiperl, Michael Arthur, Rob Goffee, Tim Morris, 2000-03-09 The topic of careers has become both increasingly important and increasingly complex. Contemporary economies have brought about changes in the nature of careers, and uncertainty in the structure and longevity of firms and their ability to offer long-term employment. Corporate policy-makers struggle with alternatives to traditional employment structures, while individuals struggle to decide whether and how they ought to become more independent of such structures, pursuing what some have called 'post-corporate' or 'boundaryless' careers. This volume is an integrated survey of some of the best current thinking and research on careers. Presented as a series of chapters by an international group of experts and knit together through themes and dialogues, it advances our understanding of the deeper meaning of changes in careers, and of the interrelationships and longer-term consequences of those changes.

The Future of Careers Richard Donkin, 2002

The Control of Management Career Structures Malcolm Bennis, 1981

A Study of Career Structures of Federal Executives Mary Milling Lepper, 1973

Social Structures Barry Wellman, S. D. Berkowitz, 1988-01-29 This study of social structures looks at the network approach. It contains non-technical articles that contrast structural analysis with other social scientific approaches. It deals with individual behaviour and identity and with neighbourhood and community ties. It examines the relationships within and between organizations, discussing how firms occupy strategically appropriate niches. It also explores the impact of the growth of the Internet, equating computer networks as social networks connecting people in virtual communities and collaborative work.

Challenging Approaches to Academic Career-Making Celia Whitchurch, William Locke, Giulio Marini, 2023-05-04 Drawing on empirical research, this book develops the concept of career scripts to show how contemporary academic faculty in the UK and other English-speaking countries approach their roles and careers. The career paths of individuals may be informed by personal strengths, interests and commitments, by activity associated with professional practice (represented by Practice scripts), and by formal career structures (represented by Institutional scripts). Internal and Practice scripts have in turn led to new forms of activity, within both formal and informal institutional economies. Whereas the formal economy is represented by, for example, promotion criteria and career pathways, with visible, quantifiable markers, the informal economy is represented by personal interests and initiatives, together with professional relationships and networks that may be unique to the individual. This book shows how, by drawing on Internal and Practice scripts, individuals develop concertina-like careers, stretching the spaces and timescales available to them. At the same time, they are able to address misalignments and disjunctures that they encounter, including those associated with disciplinary and departmental affiliations, job profiles, progression criteria, and work allocation models. As a result, the authors identify a shift towards more open-ended approaches to roles and careers.

Career Development Linda Holbeche, 1997 A follow-up report on initial research begun in 1994 which highlighted the negative effect of flatter organization structures on employees' morale and aspirations, returning to the sample group of 200 to find out what has happened to employees' careers since then and how organizations are helping employees adjust to delayed organizations. Includes organization case studies of career development and career management at UK companies. For business managers, especially human resource managers. Annotation copyrighted by Book News, Inc., Portland, OR

The Work-Family Challenge Suzan Lewis, Jeremy Lewis, 1996-09-28 In The Work-Family Challenge contributors from the United Kingdom, Europe and the United States explore the possibilities of challenging traditional employment structures to take account of contemporary work and family realities. They take a critical look at the notion of 'family-friendly' employment, and explore ways in which the rapidly changing needs of both organizations and the workforce can be met. The volume argues that real progress requires moving the focus from specific policies and practices towards more systemic organizational change. It examines the contexts and opportunities - global, international, national, sociopolitical, legal and

economic - for this change. The book concludes that positive solution

Career Management in a Manufacturing Unit: the Introduction of Career Structures C. L. Sweeney, Mick Marchington, University of Manchester Institute of Science and Technology. School of Management, 1992

Career Management in the Organisation Wendy Hirsh, 1984 Based on case studies of career management and career structures in three companies, develops a systematic framework for reviewing career development policies, systems and practices.

Understanding Careers Kerr Inkson, 2006-07-07 *Understanding Careers: The Metaphors of Working Lives* uses a unique framework of nine archetypal metaphors to encapsulate the field of career studies. Using an easy-to-read style, author Kerr Inkson examines key concepts, illustrating them with over 50 authentic career cases, to build an excellent bridge between theory and "real life."

Diverging Pathways Alan C. Kerckhoff, 1993-06-25 Social arrangements of society's institutions deflect people's achievement patterns. Some schools take only talented students, others take the rest; within schools, students are separated into ability groups. Firms are in different industries and vary in size. During their educational and work careers, people get sorted into these different locations. *Diverging Pathways* examines that sorting process and shows how it affects people's achievements. Some locations accelerate achievements, others depress them - in elementary, secondary, and postsecondary school programs, and in the labor force. Most important, some people are consistently in the same kinds of locations, repeatedly advantaged or disadvantaged, especially in school. They end up far apart as adults, due in large part to the cumulative effects of the social arrangements they passed through. *Diverging Pathways* follows the members of a 1958 British birth cohort for the first twenty-three years of their lives. It presents a detailed picture of their family backgrounds and their school and early labor force experiences and achievements. Besides the cumulative effects of institutional locations, it shows major career differences of men and women, and it describes how the interface between postsecondary education and the labor force alters some of the outcomes of elementary and secondary schooling.

Youth at Work Stuart Tannock, 2001 Explores the significance of stopgap work and unionization for young service and retail workers in groceries, supermarkets and fast-food restaurants in Canada and the United States. Concludes about the potential of unions to improve youths' workplace conditions.

Doctor's Careers James Parkhouse, 1991 First published in 1991. Routledge is an imprint of Taylor & Francis, an informa company.

Formal and Informal Career Structures Lorne Tepperman, 1983

The Structuring of Work in Organizations , 2016-08-23 This volume is the product of an interdisciplinary gathering of scholars convened with generous support of the Canadian Social Science and Humanities Research Council. It presents new

theoretical and empirical papers that examine aspects of the changing nature of jobs and work in organizations from multiple perspectives and methodologies.

Bringing Learning to Life David C. A. Bradshaw, 2012 In an age of intense economic competition and continual change, the ability to learn is a key factor in survival and prosperity. This book examines the changing interaction of the world economy, Britain's prospects for prosperity, the connections between different kinds of work and the learning that support them. Focusing on specific areas where changed attitudes and ways of working are long overdue, the authors show the need for a better balance between formal provision in schools, colleges and within employment, and less tangible informal learning at home and in the workplace. These, in turn, open up issues of the curriculum (especially in the formative later years in schools and colleges), guidance for education and work and the qualifications structure.

Searching for Authenticity S. Gayle Baugh, Sherry E. Sullivan, 2015-05-01 Volume 2 of the Research in Careers series focuses on the search for authenticity in one's career. Although there has been growing interest in the topic within the popular press, relatively little academic research has been completed on authenticity and careers. Researchers are still refining the concept of authenticity and are just beginning to investigate how it influences the enactment of careers in today's turbulent career landscape. This volume offers the first organized effort on the topic. This volume contains seven chapters which examine the search for authenticity derived from the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). Chapters 1 and 2 present a review of the literature and an in-depth analysis of the construct of authenticity. Chapter 1 offers a new lens to view career authenticity based on two dimensions of self-awareness and adaptability. Chapter 2 uses two case studies to define how individuals are authentic in their career. Chapters 3 and 4 examine the authenticity of individuals in different career stages, with Chapter 3 examining recent college graduates and Chapter 4 examining mid to late stage careerists. Chapters 5, 6 and 7 focus on the interplay between social interactions and career authenticity. Chapter 5 offers a process model that traces how, through negotiation, a person's identities shape and are shaped by relationships with others, leading to the enactment of an authentic career. Chapter 6 explores how individuals remain authentic in their career while negotiating the conflicting expectations of multiple interest groups. Chapter 7 examines the complex relationships among career authenticity, political behaviors, and strain.

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