CONTENTS

Foreword: Career Research—Some Personal Perspectives ix
   Edgar H. Schein
Preface xiii

1. Introduction
   Hugh Gunz and Maury Peiperl

Part I: The Historical Origins and Current Structure of the Careers Field 11

2. Tracing the Historical Roots of Career Theory in Management and Organization Studies
   Celia Moore, Hugh Gunz, and Douglas T. Hall 13

3. Taxonomy of Career Studies
   Maury Peiperl and Hugh Gunz 39

Part II: Main Currents in the Study of Career 55

Section 1: Careers and the Individual

4. Personality and Career Success
   Timothy A. Judge and John D. Kammeyer-Mueller 59

5. Occupational Choice
   Mark L. Savickas 79

6. Career Counseling
   Jennifer M. Kidd 97

7. The Subjective Career in the Knowledge Economy
   Svetlana N. Khapova, Michael B. Arthur, and Celeste P. M. Wilderom 114

8. The Intersection of Work and Family Lives
   Jeffrey H. Greenhaus and Sharon Foley 131

9. Late-Career and Retirement Issues
   Daniel C. Feldman 153

10. Organizational Challenges at the Periphery:
    Career Issues for the Socially Marginalized
    Pushkala Prasad, Caroline DAbate, and Anshuman Prasad 169
11. Customized Careers  
   Monique Valcour, Lotte Bailyn, and Maria Alejandro Quijada  

Section 2: Careers in Context  

12. Contextual Issues in the Study of Careers  
   Wolfgang Mayrhofer, Michael Meyer, and Johannes Steyrer  

13. Mentoring and Developmental Networks in the New Career Context  
   Dawn E. Chandler and Kathy E. Kram  

14. Networks and Identities: Reciprocal Influences on Career Processes and Outcomes  
   Herminia Ibarra and Prashant H. Deshpande  

15. The Developmental Theories: A Critical Examination of Their Continuing Impact on Careers Research  
   Sherry E. Sullivan and Madeline Crocitto  

16. Living to Work—Working to Live: Conceptualizations of Careers Among Contemporary Workers  
   David E. Guest and Jane Sturges  

17. The Institutions of Outside Hiring  
   Peter Cappelli and Monika Hamori  

18. Global Careers  
   Maury Peiperl and Karsten Jonsen  

Section 3: Careers and Institutions  

19. Career Systems and Psychological Contracts  
   Holly S. Slay and M. Susan Taylor  

20. Organizational Demography and Individual Careers: Structure, Norms, and Outcomes  
   Barbara S. Lawrence and Pamela S. Tolbert  

21. Career Patterns and Organizational Performance  
   Monica C. Higgins and James R. Dillon  

22. Careers and Institutions: The Centrality of Careers to Organizational Studies  
   Candace Jones and Mary B. Dunn  

23. Careers Across Cultures  
   David C. Thomas and Kerr Inkson  

24. Boundaries in the Study of Career  
   Hugh Gunz, Maury Peiperl, and Daniel Tzabbar  

Part III: Synthesis  

25. Designing Career Systems: Are We Ready for It?  
   Silvia Bagdadli  

26. Considering the Darker Side of Careers: Toward a More Balanced Perspective  
   Yoav Vardi and Sharon H. Kim
27. Continuity, Emergence, and Opportunities for Convergence
   Maria L. Kraimer and Scott E. Seibert 511

28. A Complexity Perspective on Intentional Change in Careers
   Richard E. Boyatzis 518

29. The Catalytic 1970s: Lessons for the 2000s
   C. Brooklyn Derr and Jon P. Briscoe 528

30. Career Studies: Personal "Side Trips"
    Philip H. Mirvis 542

31. Trends, Paradoxes, and Some Directions
    for Research in Career Studies
    Wayne F. Cascio 549

32. The Meanings of Career
    Audrey Collin 558

33. Destiny, Drama, and Deliberation:
    Careers in the Coevolution of Lives and Societies
    Nigel Nicholson 566

Afterword: Career Research—Some Issues and Dilemmas 573
   Edgar H. Schein

Author Index 577
Subject Index 603
About the Editors 619
About the Contributors 621