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Back to the Future

Tor Vergata University, Rome, ITALY

TRACK 38: The Future of Careers and Careers of the Future

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Abstract:

The changing nature of work as well as advancing globalization has resulted in major transitions in the field of careers and career management, both within and outside organizations. The literature suggests that we drift away from the traditional career form with life-long employment to multiple and more pluriform careers, with shorter times spent in each career. Anticipation on demographic changes in the workforce and the ever-increasing role of technology may serve as a catalyst to many changes in the world of careers

The landscape of career has changed and we look for innovative and non-conventional views of the directions the world of career is moving to. The contributions may be at the individual-, the team-, the organizational-, or at the labour market- level (sector, nation, global), and works that will spread to cover more than a single level are encouraged. We particularly call for papers that will explore the direction in which careers research may be developed or should be developed.

Specifically, we are looking for work that will examine career issues within the following areas:

1. The future of careers and the emergence of (new) career concepts. For instance, how will career concepts that emerged in the last decade (for example the protean, boundaryless, post-corporate, multidirectional and the kaleidoscope career concepts) be applied in the next decennia and expectations about future developments of these concepts.
2. The future of careers in new and emerging new shapes of careers. For instance, career changes due to technological innovations, such as attention to virtual careers, and career changes due to globalization of the world of work, such as attention to global careers.
3. The future of careers within and between different labor market populations. For instance, careers in Eastern Europe or issues that arise from internal and external migration streams in national contexts as well as a possible brain-drain phenomenon.
4. The future of careers and classic career research. For instance, studies that examine classic career research themes but that extend knowledge either by new implications for future

research or by extending research methods (e.g., multilevel modelling and latent growth modelling)

5. The future of careers and labor market policies, at both organizational and national/society level. For instance by comparing national variation in the involvement and control of labour markets.

Balancing between ‘there is nothing new under the sun’ and ‘life is change’ is a necessary though complex task. The progress in career theory and practice reflects the changing nature of our business environment where both the evolutionary and revolutionary processes shape our career world. Therefore, we encourage both submissions that concentrate on the most vibrant research areas and submissions that emphasize the pervasiveness of traditional approaches.

Key words: Future of Careers; contemporary careers; Non-traditional careers