Career patterns of Austrian business school graduates

Petra Eggenhofer-Rehart, Markus Latzke, Michael Schiffinger, & Wolfgang Mayrhofer

WU Vienna, Austria

Theoretical Background, Hypotheses and Sample

WU WIRTSCHAFTS UNIVERSITÄT WIEN VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
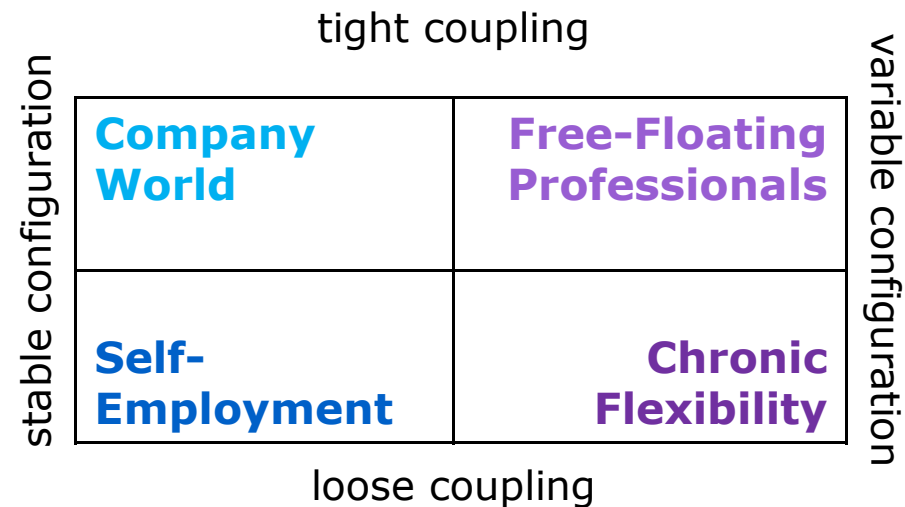
Hypotheses

H1: more recent cohorts:
more diverse career patterns

H2: females:
more diverse career patterns

H3: „Penalty hypothesis":
Deviance from traditional career:
(a) less objective career success;
(b) less subjective career success

H4(a,b): "Success penalty"
for non-traditional career
patterns is smaller in
younger cohorts

Conceptual foundation

tight coupling

Company World		**Free-Floating Professionals**
Self-Employment		**Chronic Flexibility**

stable configuration

variable configuration

loose coupling

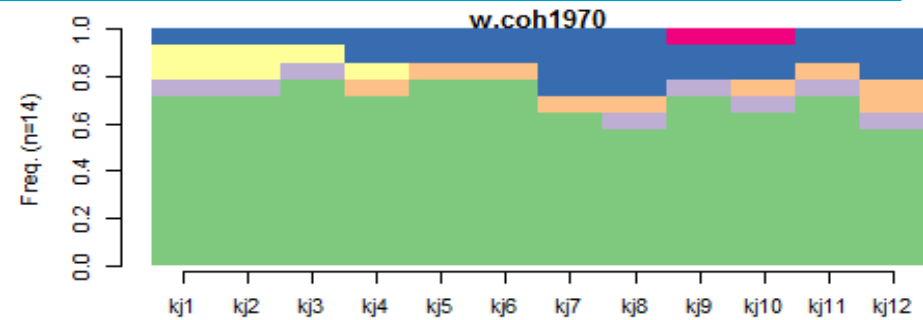*Iellatchitch et al. 2003*
Mayrhofer et al. 2004

Sample
ViCaPP: Panel study, WU Vienna alumni

Graduation year	1970	1990	2000
n (≥ 8 years within first 12 career years available)	111 (13%f)	239 (37%f)	187 (40%f)

www.wu.ac.at/vicapp

Career pattern summary: Cohorts, gender
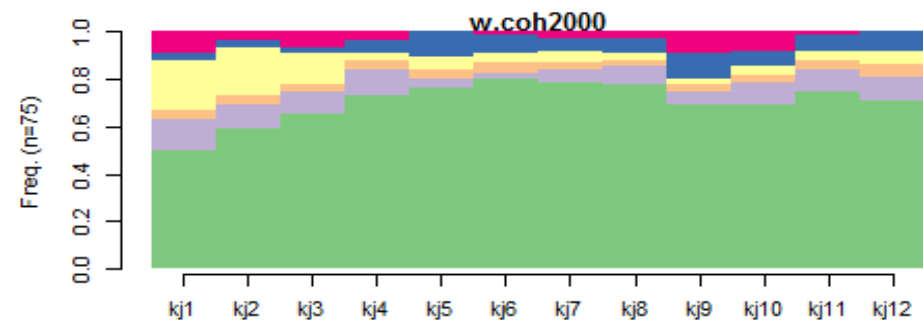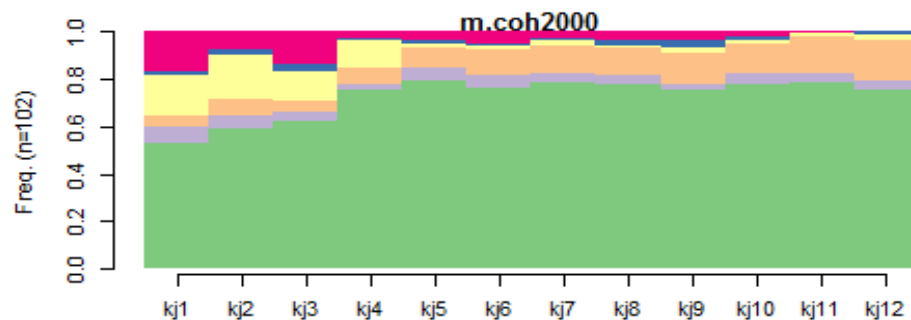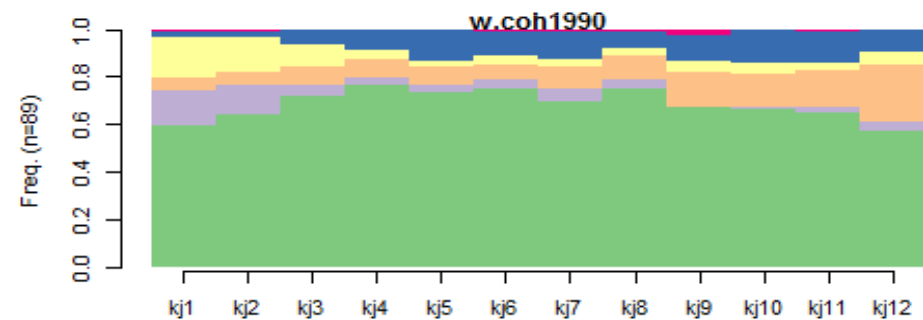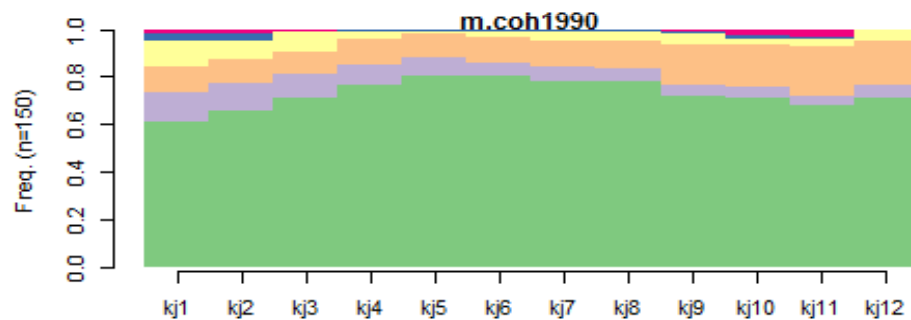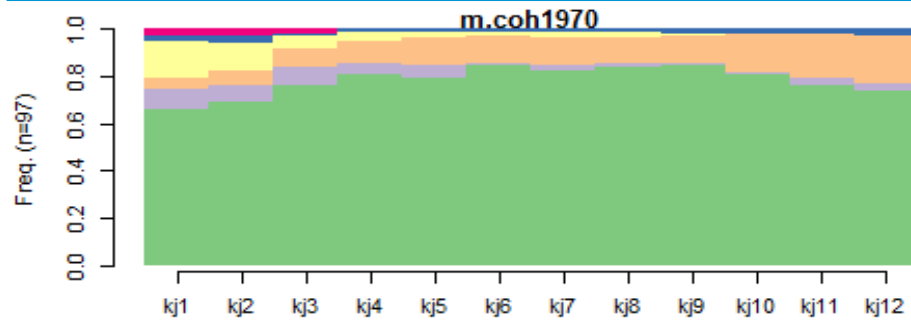
Company World   Free-Floating Profess.   Self-Employed   Chronic Flexibility   Break   n.a.

Results

H1: Cohort differences: more recent cohorts: more diverse career patterns

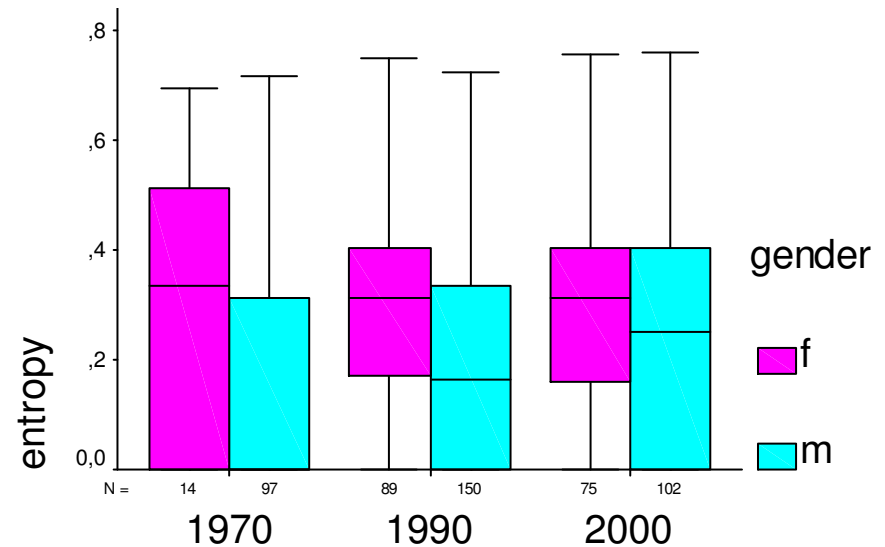H2: Gender differences: females: more diverse career patterns

Bivariate testing: both effects significant
Multivariate testing: merely gender and *gender x cohort* interaction significant

H3: stronger deviance from traditional career patterns → less …
(a) objective career success (income)
(b) subjective c. success (satisfaction)

H4: penalty for non-traditional career patterns decreases over time for …
(a) objective career success
(b) subjective career success

Correlation btw H and…	All cohorts	1970	1990	2000	H4a/b
(a) income	-.18** ✅	.06	-.25**	-.25**	❌
(b) career satisfaction	-.08 ❌	-.16 †	.08	-.20**	❌

Conclusions

Caveats:
- *short sequences of 12 years (see Dlouhy & Biemann 2015)*
- *career field assignment*

1. The traditional organizational career is still the **„default" pattern**.

2. Diversity of career patterns increased for **men.** In the youngest cohort, it is almost on par with **women's** (overall higher) career pattern diversity.

3. Deviance from traditional org. career patterns is negatively associated with income (objective **career success**), even when controlling for income loss due to career breaks.

4. The **success penalty** for deviance from traditional career pattern is most pronounced for the youngest cohort, for both objective and subjective career success.

References

Dlouhy, K., Biemann, T. (2015): Optimal matching analysis in career research: A review and some best-practice recommendations. *Journal of Vocational Behavior,* in press.

Gabadinho, A. et al. (2011): Analyzing and visualizing state sequences in R with TraMineR. *Journal of Statistical Software,* 10(4): 1-37

Iellatchitch, A., Mayrhofer, W., & Meyer, M. 2003. Career fields: a small step towards a grand career theory? *The International Journal of Human Resource Management*, 14(5): 728-750.

Mayrhofer, W., Iellatchitch, A., Meyer, M., Steyrer, J., Schiffinger, M., & Strunk, G. 2004. Going beyond the individual: Some potential contributions from a career field and habitus perspective for global career research and practice. *Journal of Management Development*, 23(9): 870-884.

R Core Team (2014): R: A language and environment for statistical computing.
R Foundation for Statistical Computing, Vienna, Austria.