

# STAND-ALONE PROJECT FINAL REPORT

**Project number**

P 21344-G11

**Project title<sup>1</sup>**

\_ Change in managerial careers? A longitudinal analysis

**Project leader**

o.Univ.Prof. Dr. Wolfgang Mayrhofer \_

**Project website<sup>2</sup>**

[www.wu.ac.at/vicapp](http://www.wu.ac.at/vicapp)

---

<sup>1</sup> Short title in English and German language

<sup>2</sup> Projects that started after January 1, 2009 are encouraged to have a website.

# **I. Summary for public relations work**

## **1. Zusammenfassung für die Öffentlichkeitsarbeit**

Der allgemeine, insbesondere amerikanische Karrierediskurs geht davon aus, dass sich Karrieren deutlich verändern und diese nicht mehr traditionell bei einem Arbeitgeber mit nur gelegentlichen Jobwechseln ablaufen. Die Komplexität nimmt zu, es wird häufiger gewechselt und diese generelle Grenzenlosigkeit wird von den Betroffenen auch als wünschenswert angesehen – so die Annahme. Allerdings existieren bis dato wenig empirische Studien, die diese Annahmen für den europäischen Raum prüfen. Insbesondere für Österreich liegen keine vor.

Im Rahmen des Vienna Career Panel Project (ViCaPP - [www.vicapp.at](http://www.vicapp.at)) werden seit zehn Jahren Karrieren von vier AbsolventInnenkohorten wirtschaftswissenschaftlicher Studienrichtungen (Studienabschluss 1970, 1990, 2000 und 2010, insgesamt 1517 Personen) in einer Längsschnittstudie verfolgt. Das vorliegende Forschungsprojekt nimmt nun den Wandel von Managementkarrieren mit Hilfe von Daten aus ViCaPP unter die Lupe und zieht zur länderübergreifenden Vergleichbarkeit auch Daten aus dem deutschen sozio-ökonomischen Panel (SOEP) heran.

Die Ergebnisse zeigen ein differenziertes Bild. Auf der einen Seite steigt die Anzahl der Jobwechsel innerhalb der ersten zehn Karrierejahre bei den jeweils jüngeren Kohorten (nur in AUT nicht in GER), wobei sich Einkommenszuwächse nach einem Jobwechsel nicht zwischen den Kohorten verändern (in AUT und GER). Da jedoch das Karrierejahr (Erfahrung etc.) einen wesentlich stärkeren Einfluss auf Einkommenszuwächse als ein Jobwechsel hat, äußert sich das nicht in einem deutlich gestiegenen Einkommen bei den jüngeren Kohorten. Auch die gesunkene Stabilität der Arbeitsinhalte und –beziehungen sowie eine verminderte Vorhersagbarkeit der Karrieren entsprechen dem Bild von „neuen“ Karrieren. Auf der anderen Seite sinken die wahrgenommenen Jobalternativen und darüberhinaus wird von der jüngsten Kohorte (2010) ein erhöhtes Streben nach einer traditionellen organisationalen Karriere ausgedrückt. Damit ist zumindest die zunehmende „psychologische Grenzenlosigkeit“ in Frage gestellt.

Zusätzlich wurde anhand von 42 Interviews das Zusammenspiel zwischen Kontext und Individuum bei Jobveränderungen in/zwischen verschiedene Karrierefelder (traditionelle, Freiberufler, Selbständige) analysiert. Im Gegensatz zu der vorherrschenden Überbetonung auf den einzelnen Akteur und dessen/deren Freiheit wurde deutlich, dass der jeweilige Kontext und die auftretenden Grenzen zwischen Ausgangs- und Zielfeld eine wesentliche Rolle einnehmen. Diese entscheiden mit, ob der individuelle Akteur mit seiner/ihrer jeweiligen Kapitalienausstattung (Qualifikationen, Kompetenzen, Netzwerke, Geld) eine erfolgreiche Jobveränderung in ein anderes Karrierefeld vornehmen kann.

## 2. Summary for public relations work

Mainstream careers research – especially as depicted in US publications – claims that careers are becoming more subject to radical change. For example, careers are said to develop beyond the boundaries of single employers, exemplified by an increasing number of transitions. Although this allegedly leads to more complexity in career management, the development is said to improve the situation of employees, who welcome this new context. However, empirical studies examining these arguments are scarce, especially in Europe, let alone Austria. For this reason scholars have recently issued a call to “tackle the next stage of the research cycle, i.e. empirical study” (Dries & Verbruggen, 2012, p. 269).

The Vienna Career Panel Project (ViCaPP) has tracked down the careers of business school graduates for ten years. By examining the trajectories of WU graduates from the graduating classes of 1970, 1990, 2000 and 2010 longitudinally, the project aims to explain change in managerial careers over time. In addition, collaboration with researchers at the University of Hamburg has made it possible to compare the results with a similar career context, but a different data set. Taking advantage of the socio-economic panel (SOEP), this comparison prevents us from relying on single-country artefacts.

Results show a more nuanced picture than the one prevalent in contemporary careers research (N=1517). On the one hand, the number of job transitions within the first ten career years in Austria does indeed increase (in contrast to Germany), with income gains after the job transitions remaining stable (in both countries). Owing to the fact that the career year influences income gains more strongly than job transitions, more recent cohorts do not show a significantly higher income. In addition to the increase in job transitions, there has been a decrease in the stability of work content and work relations, as well as a reduced predictability of careers. These factors seem to verify the “new careers” paradigm. On the other hand, the decreasing number of perceived job alternatives in general, as well as an increased aspiration towards the “company world” career field articulated by the most recent cohort hint towards some caution with the universality of boundarylessness – at least at the psychological level.

In order to understand the effects of job transitions, 42 people were interviewed regarding the interplay of context and agency in different career fields. Results indicate that the context and hence the boundaries arising between the source field and the goal field of a transition are important facets of a transition. These boundaries may make a capital portfolio seem favourable – or not.

## **II. Brief project report**

### **1. Report on research work**

#### ***1.1 Information on the development of the research project***

Our theoretical basis is a variant of Bourdieu's Theory of Practice for career studies (Iellatchitch et al. 2003). The concept of career fields represents the backbone of both the quantitative and qualitative part of our study. A central goal of this project was to investigate the extent of change in managerial careers with a longitudinal research design comparing careers of business school graduates from four different graduation cohorts: 1970, 1990, 2000 and 2010. Following the assumptions of the (at the time of application) mainstream "new" career concepts we postulated a greater polarization concerning traditional organizational and post-organizational careers in terms of aspirations and actual positions. Arguing in the same vein we hypothesized an increasing career-complexity of younger cohorts in the predictability and stability of their careers. We also expected consequences of career transitions - such as increased income and higher numbers of subordinates - to diminish for the younger cohorts. Our collaboration with the University of Hamburg allowed us to tackle the question about changes in managerial careers also with a representative German household panel (SOEP). A second central goal of this project was to gain deeper understanding of the dynamics of career transitions by conducting in-depth interviews. In applying the Bourdieuan concept of field, habitus and career capital we explored the interplay of structural and agential influence in career transitions.

Although the application had been written in the mainstream tradition of emphasizing radical change, we increasingly had to doubt the extent to which careers really change fundamentally (for more detail, see Kattenbach et al. 2011; Schneidhofer et al. 2012).

#### ***1.2 Most important results and brief description of their significance***

In the field of career studies the overall dominance of "new" careers conceptualized as boundaryless careers increasingly faced theoretically and empirically based criticism (e.g. Inkson et al. 2012). Furthermore a refocus on boundaries emerged that puts the emphasis on different types of boundaries and individual strategies interacting with structural factors on how boundaries are crossed. Consequently, the project gained more importance in contributing answers to these newly emerging questions.

#### **Quantitative Results**

ViCaPP comprises four cohorts of business school graduates from (1) 1970 – N=111 (2) 1990 – N=249 (3) 2000 – N=625 and (4) 2010 – N=531 with an overall sample size of 1517 persons. In contrast to the cohorts of 1990 (61% male) and 2000 (54% male), the gender distribution has changed in the 2010 cohort (58% female). The data collected for the cohort of 2010 in the year of their finished studies included sociodemographic and psychometric data. The cohorts of 1990, 2000 – who had already completed this basic survey in the year 2000 – and the cohort of 2010

participated in yearly surveys about their professional development in the previous year. Currently, owing to panel mortality the sample comprises 282 participants of the 2010 cohort (53%), 258 participants of the 2000 cohort (41%) and 55 participants of the 1990 cohort (22%).

Cohorts differ in their career aspirations. Career fields with variable coupling (Free Floating Professionals, -FFP- and Chronic Flexibility - CF) are more attractive for the business school graduates of 1990 and 2000. By contrast the cohort of 2010 shows a higher tendency towards Company World (CW) than the former three cohorts. In all cohorts (except 1970) women rate the attractiveness of CW higher than men.

Our first hypothesis about an increased polarization of actors regarding their career aspirations in the younger cohorts was investigated by analyzing the standard deviation on a single scale measuring organizational (vs. post-organizational) career aspirations. The data reveals a significant result but the trend observed is opposite to the prediction: The dispersion becomes smaller in the younger cohorts with no gender differences. Comparing the first three career years (linear model for longitudinal data) no increasing polarization of agents could be observed except for changeability of professional relations our first hypothesis has to be dismissed.

In line with our second hypothesis, the complexity of careers within the first ten career years of three cohorts increases. Our results indicate a higher degree of stability and predictability in the older cohorts (the autocorrelation coefficient rho was chosen as the dependent variable — linked with a change in our team, methods other than those from chaos theory have been applied). Furthermore the number of job transitions increased significantly for each cohort (0,4 a year for 2000, 0,28 for 1990, 0,14 for 1970 / women in the 2000 cohort show a higher rate: 0,43 vs. 0,38 than men) Comparing the findings with Germany, SOEP reveals a relatively weak increase in external job transitions (between 1984 and 2009), but overall there has been a negative trend in the level of job transitions due to decreasing internal job transitions.

Concerning the short term consequences of career transitions we analysed the first ten career years of the cohorts of 1970, 1990 and 2000. In every cohort, job transitions increase income but not the number of subordinates. However, contrary to our hypothesis the effect of a job transition (regardless of gender) on both objective career success dimensions does not depend on the cohort. Contrasting two time periods (1985-1994 vs. 2000-2009) SOEP results also point to no long-term income gains in transitions for young managers and professionals (and even a negative trend for middle-aged and senior managers).

Although at first sight it might look as if the cohort of 2000 receives more income faster (as they change more often and the income increase after job changes stays the same), our data shows that the career year affects income much more than a job transition.

Thus on the one hand the increasing number of transitions (AUT) and the reduced stability and declining predictability in the careers of the younger cohorts confirm the “weakening of people’s ties with organizations in the construction and enactment of their career” (Arnold & Cohen 2008: 8). On the other hand, as the number of perceived job alternatives shrinks, the career aspirations towards CW rise, which does not point to a higher appreciation of these developments or “psychological boundarylessness” (Sullivan & Arthur 2006).

## Qualitative Results

We analyzed 42 interviews with 60 transitions across fields to explore the interplay of career fields, career habitus and career capital in individual transitions.

CW recognizes organizational and structural knowledge as cultural career capital. Since agents from the field of Self Employment (SE) lack this guise of capital they face difficulties in these transitions. However, their pro-activity (as part of the SE career habitus) is able to compensate for this lack of capital by mobilizing former employers (as social capital). Transitions from FFP to CW are commonly facilitated by customer relations and via headhunters, who play an active role in shaping the boundaries of the CW field and act as gatekeepers. It can be concluded that the source field of transition to the CW is relevant. Individuals working in CW value stability and low risk in economic capital terms as well as displaying a monetary career aspiration. Identification with the organization is part of the CW career habitus, but it is dependent on the years spent in the organization.

In order to transit to FFP the visibility of occupational and industrial knowledge (incorporated cultural capital) has to be ensured. The corresponding career habitus of valuing work and expertise as a career aspiration in combination with self-presentation enables these transitions. The boundaries of FFP are more permeable than those of CW, and facilitate transitions from the SE field back towards the CW field.

When transitioning to SE economic capital as start-up capital and objectified cultural capital in the form of a trade license is required regardless of the field where the transition occurs. Social Capital (including friends, family members, former employers and co-workers) plays a threefold role, as (1) it provides economic capital, (2) it is a source of social support when transitioning and (3) it is a source of potential customers. The boundary of SE is legally enforced by the state and institutionally by professional bodies. Regarding the SE career habitus pro-activity and risk-taking as well as aspirations of taking on new challenges and opportunities for learning were stated. Furthermore flexible time management (especially for women), independence from superiors and hierarchical organizational structures as well as a non-separation of work and life characterize the SE career habitus.

Our qualitative results indicate that a wider range of boundaries - not just organizational - becomes relevant for careers (see Inkson et al. 2012 and Schneidhofer 2013). In illustrating the role of the interplay of context and the individual we add to the criticism on the overemphasis on the individuals' responsibility for career outcomes (see Roper et al. 2010). Conceptualizing transitions differently from mainstream careers research, we took the transition and not the individual making a transition as the unit of analysis. With this, we have helped to establish the facts that career capital on the one hand has to be recognized by the field to which the individual is transitioning, and that individual strategies become visible through the conversion of career capital in a transition, on the other (see Latzke et al. 2013).

- *Most important hypotheses / research questions developed*

The impact of contextual factors (like GDP) on careers (and especially on transitions) seems to be a promising approach for further career studies. The project provides information about developments within the first ten career years but does not tackle cohort-specific changes in later career stages. Besides the successful analysis of career capital in career fields, other (relational) methods in addition to interviews may help to capture career habitus in future projects.

- *Development of new methods*

Although we could rely on scales previously developed and used in the prior ViCaPP Project, some adaptations have been made. The full NEO-FFI inventory with its five scales was implemented as well as a newly developed scale to measure life styles (based on the milieu of Schulze 1992, two pre-tests with 100 participants each). Finally a scale on career success (Greenhaus et al. 1990) was translated (and translated back to the original language to check for accuracy by a native) and included questions about workload and pressure of work. The interview guideline for the qualitative study was newly developed and refined after a couple of interviews.

Relating to the process of the study, several measures have been taken to attenuate the panel mortality. In 2010 we offered incentives for the cohort of 1990 in which a lottery was held for every participant. In 2011 an online version of the previously just paper-pencil based questionnaire was implemented. With the aim of providing the participants with feedback and motivating them to stay in the panel, a web-based personal feedback for each participant was also implemented. The feedback displays the individual position of the participant on 21 psychometric scales and 13 career-related variables. The new feature allows each individual to compare his/her own results with those from the same cohort over time and with the other two cohorts.

- *Relevance for other (related) areas of science*

By employing the Bourdieuan conceptualisation of fields, habitus and capital as a theoretical lens our research is an empirical application/account of a sociological theory, thus contributing to the field of sociology as well. By using intermediate concepts, such as career capital and career fields, the Bourdieuan theory is adapted to the field of career studies, where it is applied to the critical discourse in management (e.g. Özbilgin & Tatli 2005) and organization studies (e.g. Emirbayer & Johnson 2008). From an epistemological point of view, the intermediate concepts which were applied answer the call for increased relational thinking in the social sciences (Emirbayer 1997).

### **1.3 Information on the execution of the project, use of available funds and changes to the original project plan relating to the following:**

- *Duration;*

The project, which was originally scheduled for three years, officially started on October 1<sup>st</sup> 2009. The previous ViCaPP-Project (FWF – 10/2000-01/2004) facilitated the start. An extension to September 2013 was granted due to unforeseen personnel changes.

- *Personnel;*

Two members left the project team, both of them for attractive future career steps: in 2010, one qualitative researcher exited after two years of working on the project and her successor left in 2013. Accordingly, two new members joined at different points in time for the qualitative part of the project. Besides being understaffed for the project in the period of August 2011 to August 2012, the high turnover required a considerable time for the new members to become familiar with the project.

- *Deviations.*

There was a change of the proposed qualitative data collection which took place in one round of 42 interviews instead of 60 interviews in two rounds. Due to a more thorough theory-based sampling process and redefining the interview guidelines, the first round of interviews provided ample empirical material to analyse the link between transitions and career habitus.

## **2. Personnel development – Importance of the project for the research careers of those involved**

ViCaPP improved access to the scientific community through the active participation of project members at international conferences. Wolfgang Mayrhofer set up a “Standing Working Group” at the EGOS (European Group for Organizational Studies) conference with colleagues, where he acted as the convenor of the career stream at EGOS and actively contributed to the development of the field in Europe.

The cooperation with the University of Hamburg led to various conference paper presentations and publication projects. In the course of extended visits of the ViCaPP-Team to Hamburg and vice versa, the interdisciplinary nature of the research avenue has been fostered (drawing on social scientists, psychologists and sociologists). On top of this, Thomas Schneidhofer, was signed on as an interim professor in Hamburg for one term.

The project enabled transitions of project members to other universities as well. Bernadette Locker went to Lund University and now works alongside a well known organizational theorist. Katharina Pernkopf-Konhäusner will go to the University of Innsbruck, joining the research team of another leading Austrian HRM scholar. For Carina Rohr and Markus Latzke, ViCaPP represented the foot-in-the-door to the field of university. Markus Latzke received a post-doctoral contract at the team of Wolfgang Mayrhofer for six years.



### **3. Effects of the project beyond the scientific field**

A cooperative arrangement with the Austrian quality newspaper “DerStandard” enabled project members to write a weekly column on career-related issues, partly presenting results of the current project and leading to discussions of practitioners and other people alike. This, together with another article released in “die Presse” accounted for the public awareness of the project.

In order to provide insights into the careers of business school graduates to students and people connected with WU Vienna, various articles presenting project results have been published in the WU zbp Career Center magazine.

Project results have been incorporated into lectures and seminars at the graduate and undergraduate levels as well as into executive teaching. The results are presented and discussed with students.

The project was also presented at the “linking higher education and economy” - conference at the Diplomatic Academy of Vienna.

A newly developed website makes ViCaPP and its results available to the general public

### **4. Other important aspects**

The team researchers presented project-related papers at various German, European and US conferences. In terms of content our papers covered quantitative results (e.g. AoM 2011 & 2012, EGOS 2011& 2012), qualitative results (e.g. EGOS 2013, EGOS 2010, GWO 2012) and theoretical developments (e.g. EGOS 2013, KommPers 2012, CMS 2011) For a detailed list of the 11 presentations see <http://www.wu.ac.at/vicapp/outputs>

The continuous cooperation with the WU zbp Career Center also led to the organization of the workshop “WU career insights”, where various presentations and a group discussion were held and led by project members. This workshop was attended by personnel managers from national and international corporations..

In 2010 our team received an award for the “Research Project of the Year” at WU Vienna.

### III. Attachments

(lists may be as long as required)

#### 1. Scholarly / scientific publications

##### 1.1 Peer-reviewed publications / already published (journals, monographs, anthologies, contributions to anthologies, proceedings, research data, etc.)

Kattenbach, Ralph, Schneidhofer, Thomas, Luecke, Janine , Latzke, Markus, Loacker, Bernadette, Schramm, Florian, Mayrhofer, Wolfgang. 2014. [A quarter of a century of job transitions in Germany](http://ac.els-cdn.com/S000187911300167X/1-s2.0-S000187911300167X-main.pdf?_tid=ff6f63a2-841c-11e3-8918-00000aab0f01&acdnat=1390474763_bcaa81646f91468e1f9e715d74ec355c). Journal of Vocational Behavior 84 49-58. URL: [http://ac.els-cdn.com/S000187911300167X/1-s2.0-S000187911300167X-main.pdf?\\_tid=ff6f63a2-841c-11e3-8918-00000aab0f01&acdnat=1390474763\\_bcaa81646f91468e1f9e715d74ec355c](http://ac.els-cdn.com/S000187911300167X/1-s2.0-S000187911300167X-main.pdf?_tid=ff6f63a2-841c-11e3-8918-00000aab0f01&acdnat=1390474763_bcaa81646f91468e1f9e715d74ec355c)

##### 1.2 Non peer-reviewed publications / already published (journals, monographs, anthologies, contributions to anthologies, research reports, working papers / preprints, proceedings, research data, etc.)

- **Latzke, Markus; Schiffinger, Michael.** 2012. [Zu jung, aus zu gutem Haus, zu reich - zufrieden? Einflussfaktoren auf die Diskrepanz zwischen objektivem und subjektivem Karriereerfolg](http://www.wu.ac.at/vicapp/csp_12). Career Services Paper 10: 71-83. URL: [http://www.wu.ac.at/vicapp/csp\\_12](http://www.wu.ac.at/vicapp/csp_12)
- **Latzke, Markus; Schneidhofer, Thomas M.** 2011. [Alles eine Frage des Kontexts? Karriereaspirationen zweier Kohorten von Wirtschaftshochschulabsolventen](http://www.wu.ac.at/wuw/other/vicapp/csp_11). Career Services Paper 9: 24-33. URL: [http://www.wu.ac.at/wuw/other/vicapp/csp\\_11](http://www.wu.ac.at/wuw/other/vicapp/csp_11)
- **Schneidhofer, Thomas M.; Latzke, Markus.** 2011. [Bounded Relationality: Marginalization as process \(and gender, class and ethnicity as embodied cultural capital\)](http://www.wu.ac.at/vicapp/schneidhofer_latzke cms_boundedrelationality_june2011.pdf). Conference Proceedings: Paper presented at 7th International Critical Management Conference, Neapel, Italien, 11.07-13.07. [http://www.wu.ac.at/vicapp/schneidhofer\\_latzke cms\\_boundedrelationality\\_june2011.pdf](http://www.wu.ac.at/vicapp/schneidhofer_latzke cms_boundedrelationality_june2011.pdf)
- **Schneidhofer, Thomas M.** 2011. [Gehaltsstudie 2011. Ergebnisse aus dem Vienna Career Panel Project: Ein Querschnitt zweier Kohorten](http://www.wu.ac.at/vicapp/schneidhofer_latzke cms_boundedrelationality_june2011.pdf). Working Paper, gemeinsam mit dem ZBP Career Center.

### 1.3 Planned publications (journals, monographs, anthologies, etc.)

Author(s)	Schneidhofer, Thomas M; Kattenbach, Ralph; Latzke, Markus; Lücke, Janine; Schramm, Florian; Mayrhofer, Wolfgang		
Title	Jump and Run or Jump and Freeze? Transitions and career success over time		
Sources	Human Relations		
URL (if applicable)			
Peer Review	yes <input checked="" type="checkbox"/>	no <input type="checkbox"/>	
Status	in press/accepted <input type="checkbox"/>	submitted <input type="checkbox"/>	in preparation <input checked="" type="checkbox"/>

Author(s)	Schneidhofer, Thomas M; Latzke, Markus; Mayrhofer, Wolfgang		
Title	Diversity managers' careers in Austria: a sensitising device		
Sources	Human Resource Management		
URL (if applicable)			
Peer Review	yes <input checked="" type="checkbox"/>	no <input type="checkbox"/>	
Status	in press/accepted <input type="checkbox"/>	submitted <input checked="" type="checkbox"/>	in preparation <input type="checkbox"/>

Author(s)	Schneidhofer, Thomas M; Schiffinger, Michael; Mayrhofer, Wolfgang		
Title	Women, men, and their career practices over time. Gendered career capital and its effect on the use of career practices in two cohorts of business school graduates.		
Sources	Sex Roles		
URL (if applicable)			
Peer Review	yes <input checked="" type="checkbox"/>	no <input type="checkbox"/>	
Status	in press/accepted <input type="checkbox"/>	submitted <input type="checkbox"/>	in preparation <input checked="" type="checkbox"/>

Author(s)	Loacker, Bernadette; Chudzikowski, Katharina		
Title	Beyond bureaucracy and entrepreneurialism: on the mutual construction of work and career contexts and professional identities		
Sources	Organization		
URL (if applicable)			
Peer Review	yes <input checked="" type="checkbox"/>	no <input type="checkbox"/>	
Status	in press/accepted <input type="checkbox"/>	submitted <input checked="" type="checkbox"/>	in preparation <input type="checkbox"/>

Author(s)	Schneidhofer, Thomas M.		
Title	Careers as serious games – a boundary-focused approach		
Sources	Organization Studies		
URL (if applicable)			
Peer Review	yes <input checked="" type="checkbox"/>	no <input type="checkbox"/>	
Status	in press/accepted <input type="checkbox"/>	submitted <input type="checkbox"/>	in preparation <input checked="" type="checkbox"/>

## 2. Most important academic awards

(Specific academic awards, honours, prizes, medals or other merits)

Name of award	n=national / i=international
Award "Forschungsprojekt 2010" by WU Vienna	n

## 3. Information on results relevant to commercial applications

Not applicable

## 4. Publications for the general public and other publications

(Absolute figures, separate reporting of national / international publications)

	national	International
Self-authored publications on the www		
Editorial contributions in the media		
(Participatory) contributions within science communication		11
Popular science contributions	18	1

## 5. Development of collaborations

Indication of the most important collaborations (no more than 5) that took place (i.e. were initiated or continued) in the course of the project. Please provide the name of the collaboration partner (name, title, institution) and a few words about the scientific content. Please **categorise** each collaboration arrangement as follows:

<b>N</b>				Nationality of collaboration partner (please use the ISO-3-letter country code)
<b>G</b>				Gender <b>F</b> (female) <b>M</b> (male)
	<b>E</b>			Extent <b>E1</b> <b>low</b> (e.g. no joint publications, but mention in acknowledgements or similar); <b>E2</b> <b>medium</b> (collaboration e.g. with occasional joint publications, exchange of materials or similar, but no longer-term exchange of personnel); <b>E3</b> <b>high</b> (extensive collaboration with mutual hosting of group members for research stays, regular joint publications, etc.)
		<b>D</b>		Discipline <b>W</b> <b>within the discipline</b> (within the same scientific field) <b>I</b> <b>interdisciplinary</b> (involving two or more disciplines) <b>T</b> <b>transdisciplinary</b> (collaborations outside the sciences)

N	G	E	D	Name	Institution
GER	M	2	W	Florian Schramm	University of Hamburg
GER	M	2	W	Ralph Kattenbach	University of Hamburg
GER	F	2	W	Janine Lücke	University of Hamburg

**Note:** General scientific contact and occasional meetings should not be considered collaborations for the purposes of this report.

## 6. Development of human resources in the course of the project

(Absolute figures with an indication of status (in progress / completed))

**Note:** It is not possible to assign a *venia* thesis / work (*Habilitation*) to a single project; here it is necessary to mention those *venia* theses for which the project was important. A similar caveat applies to Ph.D. and diploma theses: The FWF does not support thesis work, but instead funds the scientific work that forms the basis for such theses.

	In progress	Completed	Gender	
			f	m
Full professorship				
<i>Venia</i> thesis ( <i>Habilitation</i> ) / Equivalent senior scientist qualification	1	1		2
Postdoc				
Ph.D. theses				
Master's theses		5	4	1
Diploma theses		10	9	1
Bachelor's theses	1	2	2	1

## 7. Applications for follow-up projects

(Please indicate the status of each project and the funding organisation)

### 7.1 Applications for follow-up projects (FWF projects)

Please indicate the project type (e.g. stand-alone project, SFB, DK, etc.)

Project number (if applicable)			
Project type			
Title / subject			
Status	granted <input type="checkbox"/>	pending <input type="checkbox"/>	in preparation <input type="checkbox"/>
Application reference (if a patent is applied)			

### 7.2 Applications for follow-up projects (Other national projects)

(e.g. FFG, CD Laboratory, K-plus centres, funding from the Austrian central bank [OeNB], Austrian federal government, provincial agencies, provincial government or similar sources)

Funding agency	Please choose an item: Wählen Sie ein Element aus.		
Other national funding agencies			
Project number (if applicable)			
Project type			
Title / subject			
Status	granted <input type="checkbox"/>	pending <input type="checkbox"/>	in preparation <input type="checkbox"/>
Total costs (granted)			

**7.3 Applications for follow-up projects** (international projects) (e.g. EU, ERC, or other international funding agencies)

Country			
Funding agency	Please choose an item: Wählen Sie ein Element aus.		
Project number (if applicable)			
Project type			
Title / subject			
Status	granted <input type="checkbox"/>	pending <input type="checkbox"/>	in preparation <input type="checkbox"/>
Total costs (granted)			

## IV. Cooperation with the FWF

Please rate the following aspects with regard to your interaction with the FWF. Please provide any **additional comments (explanations)** on the supplementary sheet with a reference to the corresponding question/aspect.

**Scale:**

-2 highly unsatisfactory

-1 unsatisfactory

0 appropriate

+1 satisfactory

+2 highly satisfactory

X not used

### Rules

(i.e. guidelines for: funding programme, application, use of resources, reports)

**Rating**

<b>Application guidelines</b>	Length	<b>+1</b>
	Clarity	<b>+1</b>
	Intelligibility	<b>+1</b>

### Procedures (submission, review, decision)

	Advising	<b>+1</b>
	Duration of procedure	<b>+2</b>
	Transparency	<b>+2</b>

### Project support

<b>Advising</b>	Availability	<b>+2</b>
	Level of detail	<b>+2</b>
	Intelligibility	<b>+2</b>

<b>Financial transactions</b> (credit transfers, equipment purchases, personnel management)		<b>+2</b>
--	--	-----------

### Reporting / review / exploitation



Effort	+2
Transparency	+2
Support in PR work / exploitation	X

**Comments on cooperation/interaction with the FWF:**

## References

- Arnold, J. & L. Cohen (2008). The psychology of careers in industrial and organizational settings: a critical but appreciative analysis. International Review of Industrial and Organizational Psychology. G. P. Hodgkinson & J. K. Ford, John Wiley & Sons, Ltd. **23**.
- Dries, N., & Verbruggen, M. (2012). Introduction to the special section: Fresh perspectives on the 'new' career. Journal of Vocational Behavior, *81*(2), 269-270.
- Emirbayer, M. (1997). "Manifesto for a Relational Sociology." American Journal of Sociology **103**(2): 281-317.
- Emirbayer, M. & V. Johnson (2008). "Bourdieu and organizational analysis." Theory and Society **37**(1): 1-44.
- Greenhaus, J. H., S. Parasuraman & W. M. Wormley (1990). "Effects of Race on Organizational Experiences, Job Performance Evaluations, and Career Outcomes." Academy of Management Journal **33**(1): 64-86.
- Iellatchitch, A., W. Mayrhofer & M. Meyer (2003). "Career fields: a small step towards a grand career theory?" International Journal of Human Resource Management **14**(5): 728-750.
- Inkson, K., H. P. Gunz, S. Ganesh & J. Roper (2012). "Boundaryless Careers: Bringing Back Boundaries." Organization Studies **33**(3): 323-340.
- Kattenbach, R., J. Lücke, F. Schramm, M. Latzke, B. Loacker, W. Mayrhofer & T. M. Schneidhofer (2011). A changing career world? An empirical analysis of German managers job mobility and career success based on the German Socio-Economic Panel. 27<sup>th</sup> EGOS Conference. Gothenburg, Sweden.
- Latzke, M., K. Pernkopf-Konhäusner, W. Mayrhofer, C. Rohr & T. M. Schneidhofer (2013). Career capital in transitions crossing career fields. 29<sup>th</sup> EGOS Conference, Montréal, Canada.
- Özbilgin, M. F. & A. Tatli (2005). "Understanding Bourdieu's Contribution to Organization and Management Studies." Academy of Management Review **30**(4): 855-869.
- Roper, J., S. Ganesh & K. Inkson (2010). "Neoliberalism and knowledge interests in boundaryless careers discourse." Work, Employment & Society **24**(4): 661-679.
- Schein, E. (2007). Afterword: Career Research - some issues and dilemmas. Handbook of Career Studies. H. Gunz & M. Peiperl. Los Angeles u.a., Sage: 573-576.
- Schneidhofer, T. M. (2013). Bridging (at least?) sociology and psychology? A relational view on career boundaries at the nexus of structure and agency 29<sup>th</sup> EGOS Conference. Montreal, Canada.
- Schneidhofer, T. M., R. Kattenbach, M. Latzke, J. Lücke, F. Schramm & W. Mayrhofer (2012). 'Jump and Run' or 'Jump and Freeze'? Transitions and career success over time. 28<sup>th</sup> EGOS conference. Helsinki, Finland.
- Schulze, G. (1992). Die Erlebnisgesellschaft. Frankfurt am Main/New York, Campus Verlag.
- Sullivan, S. E. & M. B. Arthur (2006). "The evolution of the boundaryless career concept: Examining physical and psychological mobility." Journal of Vocational Behavior **69**(1): 19-29.