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Sustainable careers within contextual boundaries

Pajic, S.

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Chapter 1

General Introduction

The Challenge of Sustaining Careers in the Changing Labor Market

A career denotes a sequence of work choices and experiences that evolve over the course of an individual's life (Arthur, Hall, & Lawrence, 1989). Traditionally, careers were viewed as a sequence of experiences within the boundaries of a single or a limited number of organizations, and career development was thought to entail a linear progression up the organizational ladder (De Fillippi & Arthur, 1994). More recently, the growing digitalization of work and the flexibilization of employment relationships, have inspired a redefinition of the notion of the career as less confined to a specific organization, job, or occupation, and as driven by individual agency (Bravo, Seibert, Kraimer, Wayne, & Liden, 2015). Contemporary career paths are described as protean (Briscoe & Hall, 2006) and boundaryless (Arthur & Rousseau, 2001). The protean career indicates a sequence of work experiences wherein the individual takes responsibility for career management and for making career related decisions based on personal values, as opposed to career management being motivated purely by organizational demands or material rewards (Briscoe & Hall, 2006; Hall, 1996). The boundaryless career emphasizes a career path characterized by job mobility, and chasing opportunities outside of the boundaries of the current employer (Arthur & Rousseau, 1996).

Recently, the negative implications of labor market flexibilization coupled with other trends, such as the aging workforce (e.g., Hedge, Borman, & Lammlein, 2016), polarization between low and high skilled jobs (e.g., Wright & Dwyer, 2003; Kalleberg , 2011; Lago, 2017), and a rising income gap between uppermost income earners and the rest (e.g., Stiglitz, 2012), for workers' job security, productivity, and health has emerged (Kochan, Riordan, Kowalski, Khan, & Yang, 2019). Work-related stress and burnout are currently reaching daunting levels, and dealing with the negative consequences of these is costly both in economic and societal terms (The Organisation for Economic Co-operation and Development, 2015). For instance, according to the results of the European Working Conditions Survey, in the Netherlands the estimated total cost of work-related illness, including costs associated with absenteeism, occupational disability, reintegration grants, and curative health care, is estimated to be 8 billion euros a year, which entails a huge economic and societal burden (Douwes, van Genabeek, van den Bossche, 2016). It is even more worrisome to note that, according to the same study, working conditions in the Netherlands rank favorably

compared to most other European countries (Douwes et al., 2016). Hence, similar to the growing focus on environmental and economic sustainability, it has become critical for organizations to promote the sustainability of their human resources, by considering the effects that organizational activities have on people's health and well-being (Pfeffer, 2010; Garavan & McGuire, 2010). In line with his, the notion of the 'sustainable career' has emerged, which complements the notions of contemporary career paths as driven by individual agency (protean career) and characterized by mobility (boundaryless career), with the need for careers to be durable, wholesome, and meaningful over time and across varying circumstances (Van der Heijden & De Vos, 2015).

The sustainable career refers to the "sequence of an individual's different career experiences, reflected through a variety of patterns of continuity over time, crossing several social spaces, and characterized by individual agency, herewith providing meaning to the individual" (Van der Heijden & De Vos, 2015, p. 7). Thus, a sustainable career is one that can be continued or maintained throughout the course of one's working life, across different contexts, and in a way that supports recurrent development, protection, and revitalization of individual resources (Newman, 2011). In the careers literature, the conversation about sustainable careers builds on the idea of 'sustainable employability' which refers to the individual opportunity to be continuously employed (Lawrence, Hall, & Arthur, 2015), but goes beyond it by integrating with this a reflection on the quality of the employment. In that regard, the concept of sustainable careers is aligned with the concepts of 'workability', which refers to worker's capability to continue performing their work in the future, and 'decent work' which indicates working arrangements characterized by safety, fair income and working conditions, health insurance, equal opportunities, and freedom of expression (Duffy, Blustein, Diemer, & Autin, 2016; International Labour Office, 2015). In this view, it is not only important that the individual has a chance to remain continuously employed, but it is also important that such employment provides a good fit with her or his capabilities, wider life goals, and values (Greenhaus & Kossek, 2014; De Hauw & Greenhaus, 2015). In the literature on sustainable careers, such a fit is indicated by health, happiness, and productivity (De Hauw & Greenhaus, 2015; De Vos, Van der Heijden, & Akkermans, 2018). In other words, present individual capacities should be used without depleting them and/or endangering their future use. Finally, in investigating sustainable careers, it is important to take multiple indicators into account simultaneously because careers pertain not only to an idiosyncratic and

dynamic blend of work experiences but also to the subjective evaluations of these experiences, and the extent to which different indicators are fulfilled might vary across individuals and at different moments in life.

A fundamental question, then, is how individuals sustain their employability, working productively now, and in the future, while simultaneously building a satisfactory and healthy life within and outside of work. In the most recent framework on sustainable careers, De Vos et al. (2018) distinguish between actor and context as crucial for shaping sustainable careers. On the one hand, actor stands for the role of the individual as the main driver of their own career, and as the one who uses their own resources (abilities, thoughts, and actions) to manage the sustainability of that career. On the other hand, context encompasses the factors in the organizational (e.g., coworkers, managers, organizations), non-work (e.g., family, friends, leisure), and broader institutional environment (e.g., policies) that impact the sustainability of a career. The crucial assumption is that, in order to better understand the (non-) sustainability of individual careers, actor and context need to be investigated simultaneously through a systemic, multiple-stakeholder approach (Colakoglu, Lepak, & Hong, 2006). So far, the careers literature has been heavily focused on investigating the role of the personal resources of the actor, such as their job knowledge, skills, and abilities, that contribute to different career outcomes (e.g., Direnzo, Greenhaus, & Weer, 2015). The main questions have revolved around what individuals need to know and do in order to sustain their employability, productivity, health, and/or happiness. This has resulted in a rich and dynamic body of evidence in the extant organizational behavior and careers literature. However, due to the wide variation in personal resources that are suggested as crucial for managing contemporary careers, it is difficult to systematize this evidence and to disentangle how the interplay of disparate resources yield career sustainability. Furthermore, the challenge of sustainability encompasses more than individual career management and requires the active contribution of all parties involved. Hence, we both need to understand the key personal resources that individuals can develop and use in crafting sustainable careers, but we also need to understand how the use and utility of various resources might change across different contexts.

Overall, this dissertation focuses on deepening our understanding of the increasingly pertinent sustainable careers phenomenon. We set as the overarching research question to disentangle how actor, operationalized in terms of individual

career resources, and context, operationalized in terms of institutional opportunities and barriers, interact in shaping sustainable careers. From the perspective of the actor, we aim to offer further explanation as to what individuals can do to sustain employability, productivity, health, and happiness in response to changing demands: which personal resources they can employ and how. From the perspective of the context in which these careers evolve, we strive to explore the extent to which the broader institutional environment affects the investment of individual resources in sustaining careers: when are personal resources associated with career sustainability, and when are they not.

Because sustainable careers are vital for personal welfare and, in a broader sense, for the welfare of families, organizations, and societies, elucidating the factors that facilitate sustainable careers is in the shared interest of individuals, organizations and policy makers.

The Resource Caravan as a Driver of Career Sustainability

As noted, theorizing on careers over the past twenty years has been firmly rooted in personal agency (Guichard, 2015), and theorizing on sustainable careers is no exception (e.g., De Vos et al., 2018). An agent is someone who consciously and purposefully directs their actions towards a certain goal (Bandura, 2001). In an uncertain and flexible labor market, where individuals are less likely to remain within a single occupation or practice it within a single organization or job throughout their entire working life (Guichard, 2015), sustaining the career remains principally an individual responsibility. If sustainability reflects the ability to create, test, and maintain capability to adapt (Holling, 2001), career sustainability is intrinsically tied to the individual capability to develop, implement, and uphold those resources needed to foresee, react to, and adapt to career related changes and transitions. Similar to organizations having to continuously innovate and learn in order to survive and prosper under rapidly changing technologies and global markets, individuals too need to be capable of looking ahead and of promptly adapting to the perpetually fluctuating demands of their immediate workplaces and wider labor markets (Pfeffer, 2010). In other words, to realize a sustainable career that is characterized by employability, happiness, health, and productivity, individuals need to develop and use the personal resources necessary to direct and regulate their careers. Additionally, along the way, it is important for them to be (at least periodically) aware of the current state of their career resources, and to take mitigating actions when

these are called for (Van der Heijden & De Vos, 2015).

Rather than being a distinct quality, personal agency symbolizes a multitude of belief-systems, self-regulatory capacities, and distributed functions and structures (Bandura, 2001). Across definitions of sustainable careers, and in the recent De Vos et al. (2018) framework, personal agency is proposed to the take form of proactive action as well as reactive adapting to the external context. On the one hand, proactivity encompasses personal tendencies and actions that are initiated by the person, oriented towards the future, and aimed at bringing about change either in terms of improving the self or improving the environment (Parker, Williams, & Turner, 2006). As proactive agents of their careers, individuals anticipate and select opportunities, identify personal and contextual resources needed to pursue them, regulate resource investment, perform behaviors towards realizing the opportunities, and interpret the outcomes (Parker & Bindl, 2017). On the other hand, individuals also need to react to the (ever changing) external conditions, and adapt to situations or demands that they have not foreseen or could not influence. As adaptive agents, they adjust their objectives in light of changes in conditions, alter their behavioral strategies as a reaction to external events, and apply coping mechanisms to recover from transitions and losses.

Within the careers and organizational behavior literature, the interest in understanding factors related to the individual as the main drivers of career sustainability led to a proliferation of concepts that capture and describe resources that help individuals to proactively and adaptively manage their careers. These include career adaptability (Savickas & Porfeli, 2012), career competencies (Akkermans, Brenninkmeijer, Huibers, & Blonk, 2013), movement capital (Forrier, Sels & Stynen, 2009), employability competencies (Van Der Heijde & Van Der Heijden , 2006), proactive career behaviors (Strauss, Griffin, & Parker, 2012), career self-management behaviors (King, 2004) to name but a few. Furthermore, most of these concepts are multidimensional indicating an even larger variety of specific proactive and/or adaptive self-regulatory resources which have been hypothesized to shape and support individual careers. In an attempt to bring some clarity to what has become a muddled and disjointed literature, this dissertation starts off with a comprehensive and systematic overview and integration of the findings on these antecedents of career sustainability.

To do so, we adopt conservation of resources theory (COR, Hobfoll, 1989) as a general framework for organizing our thinking about the role of the individual in realizing the sustainable career. Based on COR theory, we propose that individuals are motivated to sustain their careers in constantly changing workplaces by drawing on career related resources (e.g., abilities, motivation, and self-regulatory competencies) in a way that supports their preservation, regeneration, and further development. Also, according to COR, career related resources are expected to operate in a 'resource caravan', which Hobfoll (2011) has defined as a pack of resources that manifest their influence in concert. In Chapter 2, we propose that individual employability perceptions, that is the self-perceived chance of employment, represents a subjective gauge of the state of the career relevant resource caravan, and we provide a comprehensive systematic review and meta-analysis of antecedents and career sustainability related outcomes.

In addition, in an effort to disentangle how the resource caravan exerts its influence on the sustainable career, we complement the general guiding tenets of COR theory with more career specific concepts and assumptions from career construction theory (CCT, Savickas, 2013). Specifically, CCT (Savickas, 2013) proposes that relatively stable personality traits (i.e., adaptive readiness) activate individual self-regulatory resources that are deployed to cope with occupational tasks and transitions (i.e., career adapt-ability resources), and surface in behaviors and beliefs used to address changing work conditions (i.e., adaptive responses). In Chapter 3 and Chapter 4 of this dissertation, we use CCT as a theoretical backbone to hypothesize and test empirically how different personal resources (adaptivity, career adaptability, and adapting) relate to indicators of employability and productivity, as manifestations of career sustainability in different contexts.

Contextual Boundaries to Sustainable Careers

In the literature on careers and organizational behavior, context pertains to those situational barriers and opportunities that affect individual career and organization related attitudes and behaviors (Johns, 2006). These barriers and opportunities can emerge from the context of the organizations in which individual employees reside, non-work domains, and society as a whole. Literatures in the related fields of labor economics and the sociology of occupations provide considerable evidence on how factors within the broader institutional context affect individual employment outcomes (e.g., Pasquini, Centra, & Pellegrini, 2019). As introduced in the previous

section, contemporary work on careers has mostly taken a different direction. With the demise of traditional employment relationship individuals were seen as liberated from social determinism and granted power to determine their own career paths, instead of having them managed by their employer (Baer, Kaufman, & Baumeister, 2008). Consequently, despite acknowledgments that careers are inherently embedded in a multilevel context (e.g., Feldman & Ng, 2007), the role of situational factors in facilitating or hindering career sustainability has remained conceptually underdeveloped and empirically understudied. This might also be partially due to methodological challenges of such (multilevel) studies, such as difficulty to fulfil the sample size requirements at the highest level of analysis.

Some studies have investigated the role of organizational context, by looking for example how human resource management practices relate to individual employability (e.g., Veld, Semeijn, & van Vuuren, 2015), but the role of broader institutional, and country-level factors (e.g., labor-market protection legislations, institutional environment, cultural norms) in shaping sustainable careers remains largely ununderstood. Nevertheless, the characteristics of the broader context will inevitably be related to the continuity of the sequences of individual career experiences, and the way this sequence plays out (De Vos, Dujardin, Gielens, & Meyers, 2016), particularly for careers that cross organizational, occupational, and at times even national boundaries. To illustrate, in 2019 the unemployment rates among young people between 15 and 24 years old was 7% in the Netherlands and 33.2% in Spain (International Labour Office, 2019), and such differences are likely to be indicative of differences in how young people in these two countries experience school to work transition and how they evaluate their chances of employment. To give another illustration, the Maternity Protection Convention No. 183 (International Labour Office, 2010) prescribes 14 weeks of maternity benefit to women in ratifying countries, whereas United States (a non-ratifying country) offers no statutory entitlement to paid leave on a national basis (The Organisation for Economic Co-operation and Development, 2019). This contrast might illustrate how differences in regulations around maternity leave have implications for sustainability of women careers across countries. Both of these cases exemplify that context can have ramifications for the 'continuity over time' aspect that is so central to the earlier cited Van der Heijden and De Vos (2015) definition of career sustainability.

In addition to directly affecting sustainable career outcomes, context might also relate to these outcomes indirectly by determining the availability of personal resources. For instance, economic constraints (e.g., reduced access to financial resources) and experiences of interpersonal marginalization and discrimination (e.g., racism, gender discrimination, heterosexism, classism, and ableism) result in barriers to agentic occupational choices and limit adaptive strategies to overcome those barriers (Duffy et al., 2016). Finally, context might interact with personal resources by creating more or less space for these resources to positively impact sustainable career outcomes. For example, people are most likely to develop the capacity to implement their agency when they experience political freedom, access to economic resources, social opportunities, transparency guarantees, and protection security (Sen, 1999). For all these reasons, to understand what makes a career sustainable it is critical to address the different layers of context, and to investigate how individuals interact with each of these layers in their efforts to sustain their careers (Williams, Berdahl, & Vandello, 2016).

Hence, the dominant emphasis on the role of personal resources (i.e., agency) in the careers literature is frequently questioned (Arnold & Cohen, 2008; Dany, 2003; Mayrhofer, Meyer, & Steyrer, 2007; Akkermans, Seibert & Mol, 2018), and multiple calls have been made for studies that look beyond individual resources and investigate the role of contextual boundaries in shaping individual career paths (e.g. De Vos & Cambre, 2017; Garbe & Duberley, 2019; Arnold & Cohen, 2008; Inkson, Gunz, Ganesh, & Roper, 2012). Foreshadowing these recent recommendations, the current dissertation broadly sets out to explore the interplay of agency and context in bringing about career sustainability. Using a combination of explanatory and exploratory research questions across the three empirical chapters, we focus on investigating how personal career resources interact with the broader institutional context in shaping various indicators of sustainable careers. In the meta-analysis on the antecedents and consequences of employability presented in Chapter 2, we explore whether variability in the relationships of perceived employability with its antecedents and outcomes relates to macro-economic and cultural context of the countries where primary studies are conducted. Choosing meta-analysis as our analytical strategy enables us to surpass methodological challenges in assessing the interaction between individual- and macro-level factors in shaping individual outcomes, stemming from the difficulty to obtain sufficient sample sizes at the highest level of analysis (e.g., countries). In Chapter 3, we focus on the specific context of

nursing professionals in Hungary, and examine how career adaptability resources relate to indicators of sustainable careers among part-time and full-time nurses. In Chapter 4, we focus on a very specific and vulnerable group, namely Syrian refugees who have transitioned to two European countries (Greece and the Netherlands), and we test how administrative and social barriers that they experience condition the mobilization of personal resources in the preparatory stages of searching for work in the host country. Below, we will elaborate more on why we chose to focus specifically on these relatively understudied populations (i.e., nurses and refugees) and country contexts (e.g., Greece and Hungary).

Nursing Professionals' Career Sustainability

Increases in life expectancy and the aging of the global population are resulting in snowballing demands on healthcare, and particularly on nursing professionals. These demands are exacerbated by the global shortage of nurses, which is expected to accelerate in the coming decades, becoming ever more serious as compared with the cyclical shortages of the past (World Health Organization, 2018). Paradoxically, the working conditions (i.e., shift work, financial renumeration) of nursing professionals are often not commensurate with the demands and challenges they face. This has negative implications for nurses' health and satisfaction, and results in high turnover. Although many countries are deliberately investing in improvement working conditions of nurses (The Organisation for Economic Co-operation and Development, 2016), it is more and more common for nurses to move across occupational or even national boundaries in the search for better employment opportunities and working conditions, or in other words, for sustainable careers (e.g., Zander et al., 2013, Heinen et al., 2013).

In sum, global population trends such as aging, and institutional trends within healthcare have considerable consequences for the career sustainability of nurses. On the one hand, to sustain their productivity, nurses need to be ready to obtain a variety of skills or to adopt new ways and technologies of care delivery (Wismar et al, 2011). On the other hand, to support their employability, health and satisfaction nurses might need to be proactive in foreseeing and pursuing alternative employment opportunities. Enhancing the career sustainability of nurses is relevant not only to the nurses themselves, but also to the hospitals at which they are employed that need to ensure a high quality of healthcare, and to policy makers who need to prevent the long-term detrimental consequences of nurse shortages.

Chapter 3 aims to contribute to the discussion on how nurses can adapt to fast-changing nursing jobs in healthcare. We focus specifically on nurses in Hungary. The Hungarian nursing context is generally comparable to other European states, but it also has some peculiarities. Similar to other European states, Hungary is facing a severe shortage of qualified nurses (World Health Organization, 2018). Moreover, adding to all previously illustrated occupational demands that nurses are confronted with, nurses in Hungary are facing additional challenges due to budget cuts that happened in Hungarian health care during the last two decades. As a consequence, not enough young people opt for nursing schools and not enough young nurses remain in nursing long enough to replace those who retire (Ujvarine et al., 2011). In other words, in addition to continuous learning and adaptation to changes in care delivery methods that all nurses need to be capable of to sustain their careers, Hungarian nurses sometimes need to adopt proactive strategies to obtain those jobs with the best working conditions. In Chapter 3, we investigated how self-regulatory resources (career adaptability) contribute to the adapting behaviors that nurses demonstrate on the work floor, and consequently to career sustainability indicated by supervisor rated productivity and employability.

Sustainable Careers of Refugees

Over the course of last decade, the world has experienced the largest forced displacement of people in modern history. According to the United Nations High Commissioner for Refugees (UNHCR), as of July 2019, there were 3.5 million asylum seekers and more than 25.9 million refugees in the world (UNHCRa, 2019). Involuntarily displaced people who apply for sanctuary in another country are referred to as 'asylum seekers' (UNHCR, 2011), whereas refugee status is granted to those asylum seekers who, according to Article 1 of the 1951 UN Convention as modified by the 1967 Protocol, can demonstrate that they are outside of their country of origin because of substantiated fear of persecution for the reasons of race, religion, nationality, political choices, or belonging to a specific social group, and that due to these fears they cannot request the protection within the country of origin. The majority of the current refugee population in Europe are refugees who have fled the civil war in Syria, as well as conflicts in Iraq, Afghanistan, and South Sudan. These refugees predominantly resettle in neighboring countries, such as Lebanon, Jordan, or Kenya, but a significant number have also sought asylum in transition countries, such as Greece, Italy or Spain, or have been resettled to countries such as Germany, Sweden,

Canada, and Australia under the UNHCR Refugee Resettlement Program. In 2019 alone, 63.727 refugees, out of which 23.625 were Syrian refugees, were resettled under the UNHCR Refugee Resettlement Program (UNHCRb, 2019). Even though the influx of refugees from Syria to Europe temporarily decreased as a result of the 2016 cooperation statement between Turkey and the European Union (Rygiel, Baban, & Ilcan, 2016), these population movements are not projected to diminish as the new arrivals can be expected due to ongoing environmental and social problems across several countries in Africa and Asia. Furthermore, on 28 February 2020 at the time of writing the final version of this dissertation, the Turkish government announced that it would no longer prevent asylum seekers from leaving Turkey unbridling the chaos at the border between Turkey and European Union (UNHCR, 2020), and potentially resulting in intensification of new arrivals. Because of that, it is crucial to understand how to ameliorate the challenges pertinent to the reception of refugees in the host countries across the EU that does justice to the spirit of the earlier cited UN convention.

Even though employment is indicated as one key strategy of refugee integration (Khoo, 1994; Pernice & Brook, 1996), that has a potential to benefit both refugees and host societies, employment rates among refugees are exceptionally low compared to average employment rates in the host countries (Bloch, 2002a). Numerous administrative and cultural barriers that refugees experience (e.g., the loss of documentation, challenges associated with diploma recognition, and/or the lack of language skills) might not only affect initial employability but may also have negative implications for refugees' career reconstruction and sustainability in the long run. First, most refugees who find work are employed in secondary labor markets and take on, so called, 'survivor' jobs (e.g., cleaning, construction work) that are often not in line with their training and work experience in the country of origin (Hugo, 2014). Despite being valuable for their immediate survival, these work experiences might thwart the possibility of fully realizing their potential in later stages of integration into the host country. Second, employment barriers add upon other stressors that accompany migration experience, and might accelerate the downward spiral of health deterioration. Refugees may find themselves facing a vicious circle in which regaining good physical and mental health is necessary to ensure employability, but is constantly obstructed by un(der)employment itself. Finally, unemployment intensifies the risk of social isolation because, compared to refugees who find employment, unemployed refugees experience the lack of social interaction in an organizational

context within the host country which might push them further away from a chance to develop fulfilling relationships with locals and to bridge cultural differences. In sum, the experience of being a refugee in a new country represents a major risk to career sustainability, as it violently interrupts the sequence of work experiences a person had in the country of origin, entails a major disruption, and comes with a series of specific career barriers to reestablishing career in the host country. If career shocks refer to "disruptive and extraordinary events that are, at least to some degree, caused by factors outside the focal individual's control and that trigger a deliberate thought process concerning one's career" (Akkermans, Seibert, & Mol, 2018), we argue that the experience of many refugees reflects a cluster of shocks, that may together comprise a major career trauma. Therefore, to prevent further deterioration of employability, productivity, health, and happiness of refugees, the first and critical step is to assist them in obtaining employment.

Current knowledge on how refugees seek employment, overcome career barriers and traumatic experiences, and re-start their careers in their host countries is very scant, and only recently have we witnessed the accumulation of some empirical evidence (e.g., Newman, Bimrose, Nielsen, & Zacher, 2018). Indeed, we still have a very limited understanding of the degree to which, and how, refugees develop sustainable careers in their host countries, and how different stakeholders (e.g., career counselors, organizations, or policy makers) might ease this process. Therefore, in Chapter 4 we aim to contribute to this debate. As most refugees who have arrived in the EU in the post-2014 wave are still in the initial stage of orienting themselves on the local labor markets, it is our aim to expand the understanding on initial employability and the very first stages of recuperating career sustainability. Hence, we investigate how personal resources and experienced career barriers relate to the refugees' confidence in seeking initial employment in light of overcoming career transition to the new country.

Overview of the Current Dissertation

Overall, this dissertation focuses on deepening our understanding of the increasingly relevant phenomena associated with career sustainability. Researchers' increasing recognition of, and interest into, this topic is aligned with its societal relevance mirrored by UNESCO's sustainable development goals and the need for organizations to pursuit of a more humane, more transparent and more ethical way of doing business (van Marrewijk, 2003). We set as the overarching research question

to disentangle how individual career resources and contextual factors, interact in shaping sustainable careers. First, across the different chapters we aim to offer further insight into which personal resources and through which processes individuals can use to sustain their careers in response to changing demands. Second, we strive to explore the extent to which, and the way in which, the investment of individual resources in sustaining careers is bounded by the opportunities and barriers that derive from the broader institutional and cultural context in which these careers evolve. Finally, with the aim of providing further insight into the role of context in bounding career sustainability, we focus on examining career resources used to sustain careers in two specific contexts of nurses and recently resettled refugees.

To this end, the first empirical chapter (Chapter 2) of this dissertation builds on COR theory (Hobfoll, 1989, 2011) and the conceptual model of sustainable careers (De Vos et al., 2018) to provide a comprehensive integrative framework for thinking about the multitude of career resources that relate to perceived employability, and consequently, to the sustainable career. We position perceived employability (the perceived chance of finding employment; Berntson & Marklund, 2007) in the center of this investigation, and argue that employability perceptions represent a subjective evaluation of the individual's career resource caravan, representing an amalgamation of specific personal resources (i.e., protean career orientation, career adaptability. proactive personality, psychological. human, and social capital), organizational resources (i.e., human resource management practices, supervisory support and job autonomy), and indicators of sustainable careers (i.e., mobility, productivity, happiness, and health). In addition, Chapter 2 uses meta-analytic moderation analyses to explore the explanatory role of differences in the broader institutional and national context on the strengths of these relationships. In Chapter 3 and Chapter 4 we take more context-specific and fine-grained approach to these matters.

Specifically, in Chapter 3 we focus on the context of nursing professionals in Hungary and two indicators of career sustainability, productivity in the current job, and employability indicated in long term career potential rated by nursing supervisors. We adopt the CCT theoretical framework (Savickas and Porfeli, 2012) and test the nomological network of career adaptability resources that part-time and full-time nurses use to adapt within their nursing jobs. We collected data through a survey-based study in Hungarian. In a sample of part-time nurses, we empirically

disentangle the relationships between career adaptability, adaptive readiness as an antecedent (operationalized here as proactive personality and conscientiousness), and adapting behavior as an outcome (operationalized here in terms of proactive skill development and career planning). In a second sample of full-time nurses, we further test the relationship of career adaptability, through adapting behavior, with outcomes of individual adaptation, in-role performance, and employability. The study extends research on CCT (Savickas & Porfeli,, 2012) by testing the theoretically proposed but empirically under-investigated relationship between adaptivity and adapting behaviors (Rudolph, Lavigne, Zacher, 2016); studying multiple relevant adapting behaviors simultaneously; and setting out to answer the call for more multisource research on adaptation outcomes (Rudolph et al., 2016; Ohme & Zacher, 2015).

In Chapter 4 we focus on refugees as a particularly vulnerable, risk exposed, and under-investigated population. Here we again draw on CCT (Savickas, 2013), but now to examine whether refugees' adaptive readiness, captured by their overall positive outlook on life (i.e., psychological capital), is positively associated to job search self-efficacy by the virtue of career adaptability resources. We also examine the extent to which administrative and social career barriers that refugees experience in the host country condition the indirect relationship between psychological capital and job search self-efficacy via career adaptability. We collect data for this investigation through surveys in Arabic among Syrian refugees who recently resettled in the Netherlands and Greece. These two countries represent two very different contexts, and we explore whether this has consequences for career adaptability. The study contributes to the calls for context-sensitive studies of career adaptability, and for testing CCT in less privileged populations (i.e., refugees) and in specific contexts. Moreover, it augments the understanding of vocational behaviors of refugees in the first stages of their job search in the host countries, offering implications for refugees and policy-makers.

In Chapter 5, we discuss the overall theoretical, practical, and methodological implications of this dissertation. Furthermore, we examine the limitations of the three empirical chapters and suggest future research directions.