

Call for Papers

EAWOP Small Group Meeting A Resources Perspective on Sustainable Careers

18 and 19 January 2021,
Antwerp, Belgium

Organizers

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- Beatrice Van der Heijden, Radboud University, Nijmegen, the Netherlands
- Jos Akkermans, Vrije Universiteit Amsterdam, the Netherlands



We are pleased to announce the call for submissions for this European Association of Work and Organizational Psychology (EAWOP) sponsored Small Group Meeting (SGM) which aims to bring forward scientific knowledge about sustainable careers, thereby taking a resources perspective. The rapidly changing economic environment in which careers evolve has made sustainable careers an increasingly salient concern for individuals, organizations and societies alike (De Vos, Van der Heijden, & Akkermans, 2020; Lawrence, Hall, & Arthur, 2015; Van der Heijden, De Vos, Akkermans, Spurk, Semelijn, Van der Velde, & Fugate, 2020). Building on the general notion of sustainability, career sustainability implies protecting and fostering human and career development (Van der Heijden & De Vos, 2015). Similar to environmental sustainability, resources are important for assuring sustainable growth and continuity in one's career (De Lange, Kooij, & Van der Heijden, 2015). In particular, career sustainability comprises a process of preservation, as well as generation of resources across one's career span. Individuals may not only affect their (short-term) career outcomes, but also their career potential (Van der Heijde & Van der Heijden, 2006) through the opportunities they encounter, the choices they make, and the learning cycles they go through (Heslin, Keating, & Ashford, 2020). The individual's career potential, in turn, influences subsequent career opportunities and outcomes (Akkermans & Tims, 2017). By approaching sustainable careers from a resources perspective (cf. Spurk, Hirschi, & Dries, 2019), this SGM aims to broaden the sustainable careers research field and explore potential synergies

between the scholarly work on the preservation and generation of resources and the domain of sustainable careers.

Therefore, we are inviting proposals for oral presentations on topics including, but not limited to:

- Different ways of conceptualizing personal and contextual career resources in view of career sustainability;
- How individuals proactively and reactively manage resources throughout their career;
- How personal and contextual career resources might interact over time in their effect on career (un)sustainability;
- Career resources and career sustainability of specific groups (e.g., independent workers, graduates, migrants);
- Implications of technological evolutions and robotization – and their potential role as resources (or demands) for sustainable careers;
- Implications of changing employer-employee relationships (e.g., psychological contract) for career resources and sustainable careers;
- Age-related changes in resources and how these affect careers throughout the life-span;
- Specific career coaching interventions or HRM strategies designed to enhance career resources and to facilitate sustainable careers;
- Studies providing more information on methodology and statistical procedures that are specifically designed to capture (un)sustainable careers across time.



Meeting format, location and date

This SGM aims to foster extensive discussion, cross-fertilization of ideas, and research collaboration. Accordingly, the number of participants is limited. We are happy to have Andreas Hirschi as our keynote speaker. The two meetings days will be closed by a panel discussion of academics and practitioners. The meeting will take place 18-19 January 2021, and will be held at the campus of Antwerp Management School, located in the historical centre of Antwerp, Belgium. Antwerp can very well be reached by plane, train, or car. Arrangements with nearby hotels are made to provide accommodation at a reduced price for the participants.

Meeting Fee

We ask participants for a meeting fee of 50 Euro to cover for costs for coffee/tea, 2 lunches, and 1 dinner. Participants will have to pay themselves for their travel and accommodation.

Submissions

Those who are interested in participating are asked to submit an abstract with a maximum of 500 words (excl. references) before the 5th September 2020 to ans.devos@ams.ac.be. The abstract can report original empirical research, theoretical development, a review, or methodological and/or statistical approaches. Those who submit an abstract are required to provide their full name(s), institution(s), discipline(s), position(s), and contact information. They will be notified about acceptance/rejection by the 5th October 2020.



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