

## **WAOP/KLI Seminar Sustainable Careers and Employability: Moving the Field Forward**

**Organized by:** Prof. Beatrice van der Heijden, Chair department Strategic HRM, Radboud University, Nijmegen, in collaboration with Dr. Jeroen de Jong, Dr. De Beuckelaer, Dr. Essers, Dr. van Rossenberg, Dr. Karen Pak

**Date:** June 2nd 2022

**Location:** Radboud University Nijmegen (room to be announced)

One of the lines of research performed by the department SHRM at Radboud University, Nijmegen is to conduct *empirical research aimed at supporting workers' career sustainability*. Our research framework includes psychological, social, and educational science, management, HRM, HRD, and economics literature, and, as such, is largely multidisciplinary. The multidisciplinary character of our research is fully in line with the expertise of internal partners (within RU) and external partners (outside RU) already involved. We hereby strive for an integral approach that highlights many valuable HRM practices throughout the individuals' working life cycle. Moreover, a holistic approach to HRM is adopted and encompasses an analysis of learning and development systems that incorporate individual and organizational factors.

In line with the interest in so-called Positive Psychology research, *research aimed at designing healthy, happy and productive careers* (Van der Heijden, 2005) *forms the basis of our work on sustainable careers* (see also De Vos & Van der Heijden, 2015; De Vos, Van der Heijden, & Akkermans, 2020; Van der Heijden et al., 2020). The pluriformity of the working population, the increasing importance of other areas of life, such as 'quality time' with family and friends, leisure, differences in coping style, personality, to mention just a few, all urge us to prevent thinking in categories regarding retirement age, career peaks, career success, learning needs, etcetera (Van der Heijden, 2005). Employees have very different ideas on and answers to career-related questions like: How long do I have to go on for? How long will I be allowed to? How long do I still have? How long do I want to go on for? According to Van der Heijden (2005), the key concept here is mutual understanding and openness in communication in order to respond to the pluriformity of the workforce, and to individual aspirations, capabilities, and expectations with regard to work and personal development. These individual aspirations, capabilities, and expectations must be taken into account and aligned with the interests and strategies of the working organization.

The research that will be dealt with in this meeting goes into different kinds of antecedents and drivers for sustainable careers, such as commitment in contemporary workplaces (e.g., Van Rossenberg, Klein, Asplund, Bentein, Breitsohl, Cohen et al., 2018) (individual factor), social exchange processes (e.g., De Jong, Rigotti, & Mulder, 2017), job resources (e.g., Pak, Kooij, De Lange, & Van Veldhoven, 2019) (organizational factors), and relies on a variety of samples, including entrepreneurs at the cross-roads of other identity categories, such as gender, ethnicity, and religion (Ozasir & Essers), and PhD students (Levecque et al., 2017).

### **Program**

10:00-10:15 Arrival with coffee and tea

10:15-10:30 Welcome and overview of the day by Beatrice van der Heijden

10:30-11:15 Towards a Conceptual model of Sustainable Careers by Beatrice van der Heijden

11:15-12:00 Right Back at Ya! A Weekly Diary Study on Reciprocal Psychological Contract Breach in Supervisor-Employee Dyads by Jeroen de Jong

12:00-12:45 Mental Health Issues in PhD students: Progressing Insights from Repeated Survey Research in Flanders by Alain De Beuckelaer

12:45-13:30 Lunch break (provided)

13:30-14:15 Diverse Entrepreneurs Strategizing for a Sustainable *Career*? by Caroline Essers

14:15-15:30 The Future of Workplace Commitment: Key Questions and Directions by Yvonne van Rossenberg

15:30-16:00 Coffee and tea break, and networking

16:00-16:45 Human Resource Management and Sustainable Careers by Karen Pak

16:45-17:00 Closure