Keywords

career competencies, career development, young employees, validation, measurement instrument

The traditional career has been portrayed as a linear path in which employees develop within a single organization and where growth occurs vertically in the hierarchy of a particular organization (Arthur, 1994; Eby, Butts, & Lockwood, 2003). Career development was primarily considered to be achieved by accumulating job competencies and gaining experience in a specific job. In recent decades, however, more dynamic careers have become apparent, in which employees develop through horizontal shifts between multiple organizations (Arnold & Coben, 2008; Arthur & Rousseau, 1996). This type of career, in which employees must take responsibility for their employability, is becoming more dominant in the labor market (Vuori, Toppinen-Tanner, & Mutanen, 2011), with employees having flexible contracts, changing jobs more often (forced and by free will), and their employment rates decreasing due to the worldwide financial crisis (European Commission, 2012; Raad voor Werk en Inkomen; 2012).

To obtain and retain a job in this changing labor market, individuals increasingly need career competencies that can help them manage their career (Van der Heijde & Van der Heijden, 2006). This may especially be the case for younger workers at the start of their careers as they are at greater risk of finding only temporary employment, experiencing unsatisfactory employment, poor work socialization, and high levels of discontinuity and underemployment (European Commission, 2012; Koivisto, Vuori, & Nykyri, 2007; Koivisto, Vuori, & Vinokur, 2010). Our study aims to increase the understanding of career competencies, which for the purpose of this article we have defined as "knowledge, skills, and abilities central to career development, which can be influenced and developed by the individual." We provide a framework of career competencies by integrating several perspectives from the scientific literature, and we hope to offer new insights into career development, particularly for young workers. The current study also provides a new measurement instrument for career competencies, which may be applicable in human resources (FIR) practices and may serve as a basis for career guidance in educational settings.

The Concept of Career Competencies

On reviewing the literature on career competencies with the aim of developing a measurement instrument using an integrative framework, we found four different perspectives: the boundaryless career perspective, the protean career perspective, the career self-management perspective, and the human capital perspective.

Boundaryless coreer perspective. To understand career development, Defillippi and Arthur (1994) discriminated between job skills and career competencies in their

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the War on Poverty: Staff and Consultants Reports United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Employment, Manpower, and Poverty, 1967 Nutrition Committee News ,1961 Examination of the War on Poverty: Staff and Consultants Reports ,1967 **Proceedings of the National Conference on Criminal Justice** United States. National Advisory Commission on Criminal Justice Standards and Goals, 1976 This book provides a record of the speeches and discussion of the conference that was held to review major standards and recommendations of the National Advisory Commission on Criminal Justice Standards and Goals This book is a companion to the six volumes of the Commission report but it is not a statement of the Commission itself This conference enabled criminal justice practitioners from across the nation to gain an overview of the Commission s work and an understanding of the intent of the Commission in developing its standards and goals Other recent commissions have studied the causes and debilitating effects of crime in our society This effort has sought to expand their work and build upon it developing a clear statement of priorities goals and standards to help set a national strategy to reduce crime through the timely and equitable administration of justice the protection of life liberty and property and the efficient mobilization of resources The Commission hopes that its standards and recommendations will influence the shape of the criminal justice system in the nation for many years to come And it believes that adoption of those standards and recommendations will contribute to a measurable reduction of the amount of Nonprofessionals in the Human Services Charles F. Grosser, William E. Henry, James G. Kelly, 1969 crime in America From Aide to Teacher George R. Kaplan, 1977 Monthly Labor Review United States. Bureau of Labor Statistics, 1969 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book

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web carbon and alloy steel grades sae designation type and composition by weight carbon steels 10xx plain carbon mn 1 00 max 11xx resulfurized 12xx resulfurized and rephosphorized 15xx plain carbon mn 1 00 1 65 max manganese steels 13xx mn 1 75 nickel steels 23xx ni 3 50 25xx ni 5 00 nickel chromium steels 31xx ni

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web jul 10 2012 from wikipedia the free encyclopedia the society of automotive engineers sae designates sae steel grades these are four digit numbers which represent chemical composition standards for steel specifications the american iron and

steel institute aisi originally started a very similar system $% \left\{ 1,2,...,n\right\}$

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web high carbon steel high carbon steel has a carbon content of 0.60.1.25 wt and a manganese content of 0.30.0.90 wt it has the highest hardness and toughness of the carbon steels and the lowest ductility high carbon steels are very wear resistant as a result of the fact that they are almost always hardened and tempered

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web a587 22 standard specification for electric resistance welded low carbon steel pipe for the chemical industry structural quality furnished to chemical composition requirements a633 a633m 18 standard specification for normalized high strength low alloy structural steel plates a827 a827m 14 2018 standard specification for plates carbon steel wikipedia - Sep 25 2023

web carbon steel is a steel with carbon content from about 0 05 up to 2 1 percent by weight the definition of carbon steel from the american iron and steel institute aisi states no minimum content is specified or required for chromium cobalt molybdenum nickel niobium titanium tungsten vanadium zirconium or any other element to be added to obtain a astm sae aisi 1018 carbon steel chemical composition mechanical properties - Sep 13 2022

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web mit department of civil and environmental engineering spring semester 1999 chemical composition of structural steels the primary types of structural steel are usually classified according to the following chemical composition categories carbon manganese steels high strength low alloy hsla steels