

Organizational Careers

**A Sourcebook for
Theory**



Barney G. Glaser, editor

Organizational Careers A Sourcebook For Theory

Hugh Gunz, Wolfgang Mayrhofer



Organizational Careers A Sourcebook For Theory:

Organizational Careers Barney G. Glaser, Although sociologists have written extensively on the broad subject of occupational careers generally they have referred only incidentally to organizational careers within work organizations In this pioneering sourcebook now considered a classic Glaser gathered from the literature of occupational sociology those studies that bear most directly on organizational careers His objective was to provide the first survey of the substantial body of data on the subject and to place this data in a framework that illustrates its significance for the development of theory In an extensive introduction the editor explains the several purposes of the book and describes in detail the process of comparative analysis through which sociological theory on organizational careers can be generated Organized around general themes such as recruitment motivation commitment mobility and succession the writings of prominent sociologists including Riesman Caplow Hughes Becker and Wilensky form the content of the book and systematically cover every important facet of organizational careers The editor s introductions to each section of the book alert the reader to the general phenomena such as processes conditions categories hypotheses and properties that crosscut and are generally relevant to all organizational careers and are therefore the raw material of theory These introductions also suggest questions and problems for further analysis and research This book as a whole stands as a demonstration of the contributors method of how the sociologist working from the data of research can generate grounded formal theory on this or any social phenomenon This book also presents a vital body of data on organizational careers and a guide to further research that will be of great use both to occupational sociologists and to all those involved in the study of organizations Barney G Glaser is the founder of the Grounded Theory Institute in Mill Valley California and has also been a research sociologist at the University of California Medical Center San Francisco He is the author or coauthor of several books including *The Grounded Theory Perspective* *II Experts versus Laymen* *Time for Dying* and *The Discovery of Grounded Theory* Organizational Careers

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Status Passage Anselm L. Strauss, 2017-07-05 The French writer Arnold van Gennep first called attention to the phenomena of status passages in his Rites of Passage one hundred years ago In Status Passage first published in 1971 the movement of individuals and groups in contemporary society from one status to another is examined in the light of Gennep's original theory Glaser and Strauss demonstrate that society emerges as a comparative order In this order every organized action collective or individual can be seen as a form of status passage From one status to another from childhood to adolescence to adulthood from being single to being married movement from one income group social class or religion to another there are passages that entail movement into different parts of a social structure and loss or gain in privileges Types of status passage are described by their proper ties The authors present a formal theory of status passage in the form of a running theoretical discussion The concepts and categories discussed in Status Passage are illuminated by a large number of examples chosen from a wide range of human behavior and the applicability of the theory to still other examples is made apparent The result is a stimulating and provocative book that will interest a wide range of sociologists social psychologists and other social scientists and will be useful in a variety of courses

Handbook of Career Theory Michael Bernard Arthur, Michael B. Arthur, Douglas T. Hall, Barbara S. Lawrence, 1989-08-25 Designed for a broad range of social science scholars this cross disciplinary anthology presents new ways of viewing careers or how working lives unfold over time

The SAGE Handbook of Grounded Theory Antony Bryant, Kathy Charmaz, 2010-01-21 Grounded Theory is by far the most widely used research method across a wide range of disciplines and subject areas including social sciences nursing and healthcare medical sociology information systems psychology and anthropology This handbook gives a comprehensive overview of the theory and practice of Grounded Theory taking into account the many attempts to revise and refine Glaser and Strauss original formulation and the debates that have followed Antony Bryant Kathy Charmaz bring together leading researchers

and practitioners of the method from the US the UK Australia and Europe to represent all the major standpoints within Grounded Theory demonstrating the richness of the approach The contributions cover a wide range of perspectives on the method covering its features and ramifications its intricacies in use its demands on the skills and capabilities of the researcher and its position in the domain of research methods The SAGE Handbook of Grounded Theory is an indispensable reference source for academics and researchers across many disciplines who want to develop their understanding of the Grounded Theory method

Handbook of Career Studies Hugh P. Gunz, Maury Peiperl, 2007-08-08 The Handbook of Career Studies brings together for the first time in a single work a comprehensive scholarly treatment of the major topics within the growing field of career studies Drawing on the expertise of leading international scholars in each area of career studies editors Hugh Gunz and Maury Peiperl have assembled a consummate set of writings defining the field with a breadth of coverage and integration of topics not found elsewhere From a view of the history of the field and a map of its elements to a set of essays about the future of careers and work this volume provides the most complete reference available on the role of work careers in individual lives institutions and industries Key Features Offers a comprehensive history and structure of the field Building on previous work done in the discipline the editors and contributors take a fresh look at the origins and current structure of career studies Presents the most complete review of research available An unparalleled set of prominent global contributors describes the state of work in their areas of expertise as well as offering a glimpse at future trends Extends subject area knowledge to other disciplines By linking career studies to a wider set of disciplines through critical essays this volume thoroughly explores future directions for career research policy and practice Includes an endorsement and critical comments on the state of the field Edgar H Schein widely acknowledged as a seminal contributor to the modern field of career studies provides a Foreword and a critical Afterword Intended Audience This Handbook is an invaluable reference work for students academics and researchers in the areas of Careers Industrial and Organizational Psychology Social Psychology Counseling Sociology and Organization Studies as well as for human resource practitioners interested in the state of knowledge of the field

The Routledge Companion to Career Studies Hugh Gunz, Mila Lazarova, Wolfgang Mayrhofer, 2019-11-12 The Routledge Companion to Career Studies is an in depth reference for researchers students and practitioners looking for a comprehensive overview of the state of the art of career studies Split into five parts the volume looks at major areas of research within career studies and reflects on the latest developments in the areas of theory empirical studies and methodology The book's five parts cover 1 major theoretical and methodological debates and approaches to studying careers 2 careers as dynamic ongoing processes covering such issues as time shaping careers career outcomes and patterns and the forces shaping careers 3 the local national and global context of careers 4 implementing career research to design practical interventions in areas such as education counseling and national policy and 5 a commentary on the current state of career scholarship and its future development as represented in this volume by founding scholars in the field This

book will be a sourcebook for scholars studying careers research students intending to take up the study of careers and anyone scholars and practitioners with an interest not only in understanding careers the factors shaping them and where they lead but also in how this understanding might be used in practice *Rethinking Career Studies* Hugh Gunz, Wolfgang Mayrhofer, 2018 Provides a comprehensive introduction to career studies bridging the numerous scholarly discourses that share an interest in the field Careers around the World Jon P. Briscoe, Douglas T. Hall, Wolfgang Mayrhofer, 2011-08-09 Companies are becoming more global and international and commerce and information flow seamlessly across national borders In addition modernization rapid technological change an increasingly shared global culture and shifting socio demographic values have created conditions in which career stability is more threatened while the importance of managing the career well is paramount But what do we know about careers in different contexts and how those career experiences vary in different regions and countries of the world The goal of this book is to develop new understandings of career from the vantage point of those who live in diverse cultures and who belong to different generations *Careers Around the World* explores the very meaning of what a career for individuals is in different countries cultures professions and age groups What does career success mean for people around the world What are key career transitions and how are they best managed in different cultures As those questions have not yet been investigated in the literature of careers across cultures and generations the authors have taken an approach that led to hearing the answers directly from working people around the globe This book presents the answers to these questions from each of the seven major cultural regions of the world and the practical implications of these differences for those who manage human resources in organizations that cross national boundaries as well as those who advise on careers Generational Diversity at Work Emma Parry, 2017-09-29 Over the past decade much attention has been paid to the apparent differences in consumption preferences or workplace attitudes and behaviours across generations Within Western economies such as the USA UK and Australia it is commonly assumed that that there are now four generations in the workplace namely Veterans born 1925 1942 Baby Boomers 1943 1960 Generation X 1961 1981 and Generation Y 1982 2000 The concept of generational differences at work is one that has recently been adopted by practitioners as a basis on which to design human resource management and career management practices However there has been some concern in academic circles about the validity of the notion of generations and the evidence base that supports it There is therefore a need for new perspectives and methodological approaches to investigating generational differences at work in order to establish the validity and value of generations as an axis of diversity *Generational Diversity at Work* New Research Perspectives will address this need by presenting and discussing research into generational diversity that adopts a range of new theoretical perspectives or methodological approaches This book is designed as a first step in addressing the need to critically examine the theoretical and empirical basis for generational differences and to provide some new empirical data in this area *Personnel Bibliography Series* United States Civil Service

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