

## CAREERS AND CAREER SUCCESS ACROSS NATIONAL CONTEXTS



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# Symposium Presentations

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The Meaning of Career Success across People- vs. Technology-Oriented Occupations: Empirical Evidence from German Speaking Europe

*Petra Eggenhofer-Rehart & Martin Gubler*

Young, Blue and Happy? Career Success and Life Satisfaction among Young Blue-Collar Workers around the Globe.

*Jos Akkermans, Wolfgang Mayrhofer & Dominik Zellhofer*

Sponsored Mobility in Context: The Impact of Organizational Career Management on Objective Career Success and the Moderating Role of Institutional Factors

*Silvia Bagdadli et al.*

Employability as a Function of Age and OCM Practices: A Cross-Country Comparison

*Silvia Dello Russo et al.*

Does an International Career Pay Off? The Impact of International Work Experience on Employability and Career Success

*Maike Andresen et al.*

Subsidiary Managers and Code-Switching

*Soo Min Toh & Hugh Gunz*

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# Background of Research Effort

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## 5C—Cross-Cultural Collaboration on Contemporary Careers

- Began 2004 as qualitative research effort on defining career success and understanding career management strategies
- Original study published in *Careers Around the World* involved 12 countries chosen via Schwartz Cultural Framework
- The second phase of the project was quantitative
  - Building on the qualitative work, this phase involved the development of a scale for career success;
  - Using 4 studies, involving 18,471 respondents across 30 countries representing major cultural clusters around the globe, we have found that the multi-dimensional scale is valid and culturally invariant;
  - We are now exploring various relationships between career success and antecedents/outcomes
- To learn more, see: <https://5c.careers/>

