# Seven topic model

## Topic 1 Top Words:

|  |  |
| --- | --- |
| WORDS | Texts |
| Highest Prob:  job, work, employees, relationship, effect, performance, engagement, employee, role, support, family, resource, search, time, insecurity, relate, satisfaction, datum, proactive, mediate  FREX:  insecurity, crafting, supervisor, wfc, lmx, prevention, search, engagement, conservation, psycap, cwb, presenteeism, craft, mediation, mediate, follower, job, resources, mediating, indirect    Score:  insecurity, job, crafting, cwb, craft, prevention, wfc, mediating, burnout, lmx, presenteeism, follower, engagement, ostracism, mediate, psycap, mindfulness, supervisor, demands, wfe | Do work stressors facilitate or impede job crafting? The role of employee trait and work regulatory focus  when and why leaders trust followers: lmx as a mediator and empowerment as a moderator of the trustworthiness-trust relationship  an integrative model of work/family interface for chinese employees  workplace ostracism and job performance: the moderated mediation model of organization-based self-esteem and performance goal orientation  proactivity, job characteristics, and engagement: a longitudinal study  work-family culture, work-family interference and well-being at work: is it possible to distinguish between a positive and a negative process?  seeking feedback but unable to improve work performance? Qualified feedback from trusted supervisors matters  mediating roles of employee cynicism and workplace ostracism on the relationship between perceived organizational politics and counterproductive work behavior  spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  the work engagement–performance link: an episodic perspective |

## Topic 2 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  career, women, gender, success, work, men, professional, interviews, development, female, manager, advancement, role, mba, graduate, qualitative, life, policy, datum, support    FREX:  women, men, saudi, ambition, knowing, migrant, mba, barrier, gender, advancement, middle, arabia, male, motherhood, academics, female, interviews, refugees, salary, position    Score:  women, saudi, career, men, female, gender, ambition, migrant, arabia, mba, elite, ratees, knowing, motherhood, refugees, nontraditional, policewomen, interviews, wfb, persist | An exploratory study on career models and mechanisms of career advancement of emirati women managers  saudi women’s work challenges and barriers to career advancement  misconceptions and misunderstandings: an exploration of the interplay of religion, culture and gender from muslim scholars and clerics  the multilevel intelligent career framework: an exploration and application to skilled migrants  the implications of work-family balance among dual-earner couples: the case of medical practitioners in nigeria  exploring mba career success  making sense of careers through the lens of a path metaphor  the factors influencing saudi arabian women's persistence in nontraditional work careers  why they stay: women persisting in us engineering careers  senior women managers' transition to entrepreneurship: leveraging embedded career capital |

## Topic 3 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  management, development, manager, organization, learning, training, process, company, leadership, business, human, resource, develop, skills, assessment, knowledge, decision, employer, recruitment, leader    FREX:  programmes, crisis, ocm, smes, recruitment, assessment, downsizing, effectiveness, consultant, centre, reputation, scheme, action, effective, requirement, stakeholder, techniques, recruiter, skills, problems    Score:  downsizing, ocm, consulting, smes, programmes, civilian, scheme, recruiter, crisis, accident, management, veteran, preview, reputation, rdp, nlp, centres, survivor, defines, requirement | Managing conversations: the medium for achieving “breakthrough” results  the realistic downsizing preview: a multiple case study, part ii: analysis of rdp model: results of data collected and proposed new model  counselling remaining employees in redundancy situations  future-mapping: a practical way to map out the future and achieve what you want  ceo succession in nonprofit community-based organizations: is there room for insiders at the top?  the realistic downsizing preview: a management intervention in the prevention of survivor syndrome (part ii)  the developmental assessment centre: the next generation  human resource turnarounds: advice from the experts  dynamic poise - part 1: a new style of management  multi-source feedback: seven recommendations |

## Topic 4 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  work, worker, satisfaction, job, commitment, relate, employees, relationship, turnover, age, intention, test, organizational, occupational, variables, organization, effect, datum, perceived, level    FREX:  intentions, temporary, older, turnover, commitment, retirement, worker, intention, age, profiles, occupational, calling, variables, care, satisfaction, generational, regression, health, acting, attitudes    Score:  turnover, intentions, intention, retirement, exhaustion, older, satisfaction, temporary, ems, commitment, prw, contract, job, calling, chronological, retirees, samples, generational, itl, cyberloafing | Exploring correlates of work exhaustion and physical exhaustion for a sample of massage therapists and body workers  exploring the impact of sleep-related impairments on the perceived general health and retention intent of an emergency medical services (ems) sample  the relationship between motivation to work and workers' pay flexibility: the moderation of age  factors affecting the psychological distress among unemployed and re-employed individuals  predicting absenteeism and turnover intentions by past absenteeism and work attitudes: an empirical examination of female employees in long term nursing care facilities  organizational and occupational identification:relations to teacher satisfaction and intention to early retirement  the older the better!:agerelated differences in emotion regulation after psychological contract breach  forget about the money? A latent profile analysis of calling and work motivation in chinese employees  using personality facets to understand the nature of personality-satisfaction relationships: findings from meta-analytic bifactor latent modeling  can a four-dimensional model of occupational commitment help to explain intent to leave one's occupation? |

## Topic 5 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  career, mentoring, relationship, development, social, theory, individual, mentor, identity, network, work, support, success, developmental, networking, mentors, learning, networks, offer, role    FREX:  mentoring, mentor, protégé, protégés, anchor, mentors, network, strengths, informal, cdi, developmental, networks, exploration, networking, partner, adult, digital, functions, scholarly, received    Score:  mentoring, mentor, protégé, protégés, mentors, career, strengths, functions, sabbatical, cdi, anchor, neurodivergent, misconduct, sustainable, density, developmental, mentees, identity, crossover, incivility | Who is your ideal mentor? An exploratory study of mentor prototypes  fostering sustainable career narratives with neurodivergent clients: introducing the cluster approach to the development of identity (cadi)  exploring careers through a qualitative lens: an investigation and invitation  applying an adult development perspective to developmental networks  what do we know about career and development? Insights from career development international at age 25  career sustainability of digital micro-entrepreneurs: strategic insights from youtubers in india  honoring the life and legacy of michael j. Driver, 1936-2004  are you my mentor? Informal mentoring mutual identification  networking enablers, constraints and dynamics: a qualitative analysis  labouring the label: ck or dkny |

## Topic 6 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  career, change, development, organizational, individual, success, organization, protean, employees, management, orientation, work, strategy, culture, psychological, manager, practical, adaptability, mobility, boundaryless    FREX:  protean, change, shock, orientation, adaptability, csr, proactivity, behaviours, talent, boundaryless, coaching, contemporary, shocks, coaches, career, executive, sustainability, technological, meaning, mobility    Score:  career, protean, adaptability, change, boundaryless, shock, coaching, csr, orientation, sustainability, contract, executive, musician, shocks, logics, code, manufacturing, advertising, tmt, violation | Careers in the right beat: us jazz musicians' typical and non-typical trajectories  executives and career shocks: observations from coaching practice  the consulting career in transition: from partnership to corporate  the key pieces of the career survival and success puzzle  transforming careers: from linear to multidirectional career paths: organizational and individual perspectives  careers in academe: the academic labour market as an eco-system  career as a vehicle for the realization of self  leaving the military to work in civilian society: career adaptability by south korean short- and mid-term veterans  career sustainability during manufacturing innovation: a review, a conceptual framework and future research agenda  going “portfolio”: making sense of changing careers |

## Topic 7 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  career, student, expatriate, cultural, international, country, business, adjustment, choice, cross, entrepreneurial, development, chinese, assignment, manager, sie, training, factors, support, entrepreneurship    FREX:  expatriate, sie, expatriation, linguistic, abroad, profiling, overseas, sies, international, relocation, entrepreneurial, assignment, cultural, choice, repatriation, adjustment, entrepreneurship, communication, chinese, student    Score:  expatriate, international, linguistic, expatriation, sie, assignment, cultural, entrepreneurial, profiling, adjustment, repatriation, abroad, student, entrepreneurship, specialty, communication, rotational, extracurricular, overseas, entrepreneur | Expatriate assignments vs localization of management in china: staffing choices of australian and german companies  an empirical study of nation branding for attracting internationally mobile skilled professionals  lab coats versus business suits: a study of career preferences among indian adolescents  factors influencing singapore managers’ career aspiration in international assignments  the role of on-site training and support in expatriation: existing and necessary host-company practices  are former “third-culture kids” the ideal business expatriates?  what motivates australian business managers to undertake expatriate appointments in east asia?  exploring the impact of national context on adjustment of self-initiated expatriates: the case of german professionals in britain  what do we know about diversity, intersectionality and inclusion in organisationally-assigned expatriation? A review of relocation management company/consultancy practitioner research  exploring career agency during self-initiated repatriation: a study of chinese sea turtles  > |

# Eight topic model

## Topic 1 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  job, employees, performance, relationship, engagement, work, effect, insecurity, proactive, resource, employee, behaviors, personality, demand, leadership, social, individual, test, datum, organization    FREX:  insecurity, lmx, engagement, proactive, ocb, performance, psycap, task, demand, supervisors, follower, supervisor, team, resources, political, behaviors, trust, mediation, personality, skill    Score:  insecurity, job, engagement, follower, lmx, performance, psycap, craft, crafting, supervisor, personality, demands, team, ocb, followers, burnout, ostracism, mediating, presenteeism, proactive | When and why leaders trust followers: lmx as a mediator and empowerment as a moderator of the trustworthiness-trust relationship  personality and political skill as distal and proximal predictors of leadership evaluations  crossover of engagement in groups  proactivity, job characteristics, and engagement: a longitudinal study  subordinates’ helping, voice, and supervisors’ evaluation of job performance: the moderating effects of supervisor-attributed motives  job preservation efforts: when does job insecurity prompt performance?  job insecurity and impression management: which is the horse and which is the cart when it comes to job performance?  workplace ostracism and job performance: the moderated mediation model of organization-based self-esteem and performance goal orientation  facilitating interns’ performance: the role of job resources, basic need satisfaction and work engagement  the cognitive underpinnings of effective teamwork: a continuation |

## Topic 2 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  women, expatriate, manager, career, international, leadership, gender, adjustment, men, work, female, professional, support, leader, development, advancement, senior, management, assignment, role    FREX:  saudi, tactics, women, expatriate, adjustment, men, assignment, senior, international, advancement, male, female, relocation, historical, diversity, dominate, position, arabia, german, top      Score:  women, expatriate, saudi, men, assignment, tactics, international, female, adjustment, leadership, senior, ratees, expatriation, assignees, advancement, arabia, historical, policewomen, wfb, gender | Saudi women’s work challenges and barriers to career advancement  the implications of work-family balance among dual-earner couples: the case of medical practitioners in nigeria  great expectations? Female expatriates’ perceptions of organisational performance and development reviews in supporting access to international assignments  role models: expatriate gender diversity pipeline or pipe-dream?  the role of on-site training and support in expatriation: existing and necessary host-company practices  what do we know about diversity, intersectionality and inclusion in organisationally-assigned expatriation? A review of relocation management company/consultancy practitioner research  expatriate assignments vs localization of management in china: staffing choices of australian and german companies  women managing women: hierarchical relationships and career impact  beyond technical competence: developing mental toughness  what you know and who you know: “successful” women’s experiences of accessing board positions |

## Topic 3 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  management, development, manager, organization, learning, process, training, business, company, human, resource, practice, decision, organisation, develop, employer, present, recruitment, knowledge, make    FREX:  civilian, ocm, smes, programmes, recruitment, downsizing, crisis, consultant, veteran, scheme, programme, project, approaches, refugees, requirement, production, recruiter, action, effective, organisation      Score:  ocm, recruitment, civilian, veteran, crisis, smes, downsizing, programmes, recruiter, accident, refugees, consulting, nlp, scheme, refugee, preview, centres, rdp, survivor, syrian | Recipes for organisational effectiveness. Mad, bad, or just dangerous to know?  future-mapping: a practical way to map out the future and achieve what you want  partnership-based approaches to learning in the context of restructuring: case studies from the european steel and metal sectors  counselling remaining employees in redundancy situations  managing conversations: the medium for achieving “breakthrough” results  human resource turnarounds: advice from the experts  ceo succession in nonprofit community-based organizations: is there room for insiders at the top?  developing management competencies for fast-changing organisations  dynamic poise - part 1: a new style of management  challenges to economic integration and social inclusion of syrian refugees in turkey |

## Topic 4 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, student, development, country, individual, graduate, transition, work, influence, mba, academic, factors, interviews, education, qualitative, university, datum, business, literature, social    FREX:  sie, migrant, knowing, mba, transition, abroad, sies, engineering, cdi, skilled, country, graduate, entrepreneurship, choice, academics, academic, wlb, initiate, entrepreneur, market      Score:  career, sie, migrant, mba, engineering, student, abroad, entrepreneur, sabbatical, graduate, elite, entrepreneurship, cdi, academics, expatriation, sies, linguistic, appointment, interviews, female | The multilevel intelligent career framework: an exploration and application to skilled migrants  career sustainability of digital micro-entrepreneurs: strategic insights from youtubers in india  the relative importance of motives for international self-initiated mobility  exploring career agency during self-initiated repatriation: a study of chinese sea turtles  students’ perceptions of education and employability: facilitating career transition from higher education into the labor market  narratives of identity of self-initiated expatriates in qatar  reinventing the mba as a rite of passage for a boundaryless era  exploring careers through a qualitative lens: an investigation and invitation  transnational sensemaking narratives of highly skilled canadian immigrants' career change  career development in primary school children |

## Topic 5 Top Words:

|  |  |
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| WORDS | TEXTS |
| Highest Prob:  mentoring, career, relationship, theory, development, mentor, networking, learning, individual, social, developmental, identity, role, support, mentors, capital, informal, datum, professional, practical    FREX:  mentoring, protégé, protégés, mentor, networking, informal, developmental, mentors, strengths, anchor, exploration, functions, partner, formal, supervision, clarity, developer, received, client, misconduct      Score:  mentoring, mentor, protégé, protégés, mentors, networking, strengths, prw, anchor, functions, misconduct, density, neurodivergent, mentees, developmental, craft, incivility, career, informal, reversal | Who is your ideal mentor? An exploratory study of mentor prototypes  are you my mentor? Informal mentoring mutual identification  applying an adult development perspective to developmental networks  attachment anxiety in mentoring: the role of commitment  pas de deux - learning in conversation  facilitating employee socialization through mentoring relationships  the influence of general beliefs on the formation of justice expectations: the moderating role of direct experiences  the company you keep: the relational models and support expectations of key developer relationships  enhancing the contribution of volunteering to career commitment with friendship among university students  labouring the label: ck or dkny |

## Topic 6 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, success, change, development, organizational, organization, individual, protean, management, employees, orientation, psychological, culture, professional, subjective, work, strategy, role, relationship, practical    FREX:  protean, csr, shocks, shock, change, success, orientation, coaching, adaptability, behaviours, career, boundaryless, subjective, sustainability, meaning, objective, profile, event, executive, proactivity    Score:  career, protean, shock, adaptability, orientation, boundaryless, csr, success, shocks, executive, change, code, coaching, behaviours, tmt, sustainability, esops, proactivity, advertising, ownership | Executives and career shocks: observations from coaching practice  making room for career change  career sustainability during manufacturing innovation: a review, a conceptual framework and future research agenda  the key pieces of the career survival and success puzzle  the consulting career in transition: from partnership to corporate  what price career success?  exploring the development of a protean career orientation: values and image violations  from an “idea generator” to a “solution facilitator”: a study of the changing roles of advertising professionals in the social media marketing era  re-conceptualizing career change: a career development perspective  too much or too little? A study of the impact of career complexity on executive adaptability |

## Topic 7 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  job, search, work, satisfaction, relate, perceived, difference, occupational, cross, variables, relationship, test, student, factor, cultural, personality, meta, measures, strategy, impact  FREX:  search, seeker, seekers, meta, communication, generational, acting, ems, unemployed, samples, occupational, scale, exhaustion, orientations, care, intensity, variables, health, measures, physical      Score:  search, exhaustion, job, ems, extracurricular, meta, acting, jsse, cyberloafing, seeker, communication, satisfaction, samples, rotational, unemployed, disability, generational, metabus, pji, sleep | Exploring the impact of sleep-related impairments on the perceived general health and retention intent of an emergency medical services (ems) sample  exploring correlates of work exhaustion and physical exhaustion for a sample of massage therapists and body workers  can a four-dimensional model of occupational commitment help to explain intent to leave one's occupation?  correlates of intent to leave job and profession for emergency medical technicians and paramedics  the influence of personality traits and persuasive messages on entrepreneurial intention: a cross-cultural comparison  evaluating a job search strategy model of fit perceptions: a construct validation amongst unemployed job seekers  using personality facets to understand the nature of personality-satisfaction relationships: findings from meta-analytic bifactor latent modeling  testing the impact of emotional labor on work exhaustion for three distinct emergency medical service (ems) samples  the role of extracurricular activities in shaping university students' employment self-efficacy perceptions  testing the impact of career motivation on knowledge gained versus skills learned for a sample of personal/home care aide trainees |

## Topic 8 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  work, employees, relationship, satisfaction, family, worker, effect, relate, support, turnover, job, role, time, commitment, employee, positive, intention, datum, negative, conflict    FREX:  wfc, retirement, prevention, turnover, intentions, mindfulness, conflict, family, workaholism, wfe, older, intention, calling, worker, cwb, chronological, age, regulatory, fwc, satisfaction    Score:  wfc, family, turnover, prevention, cwb, wfe, mindfulness, satisfaction, retirement, calling, intentions, burnout, older, workaholism, intention, conflict, schedule, mood, interference, crafting | Spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  workaholic worker type differences in work-family conflict: the moderating role of supervisor support and flexible work scheduling  the relationship between motivation to work and workers' pay flexibility: the moderation of age  an integrative model of work/family interface for chinese employees  the older the better!:agerelated differences in emotion regulation after psychological contract breach  work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction  burnout and the work-family interface: a two-wave study of sole and partnered working mothers  a chinese longitudinal study on work/family enrichment  when a "worker" becomes an "older worker": the effects of age-related social identity on attitudes towards retirement and work  do recovery experiences moderate the relationship between workload and work-family conflict?  > |

# Nine topic model

## Topic 1 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  job, employees, relationship, performance, engagement, work, effect, employee, proactive, insecurity, resource, behaviors, personality, organizational, role, organization, individual, test, social, mediate    FREX:  insecurity, lmx, proactive, engagement, craft, crafting, behaviors, performance, task, mediating, mediation, resources, team, follower, supervisor, mediate, adaptability, personality, job, supervisors      Score:  insecurity, engagement, job, crafting, craft, follower, lmx, psycap, team, mediating, performance, proactive, supervisor, demands, adaptability, followers, ostracism, behaviors, personality, mediate | When and why leaders trust followers: lmx as a mediator and empowerment as a moderator of the trustworthiness-trust relationship  personality and political skill as distal and proximal predictors of leadership evaluations  proactivity, job characteristics, and engagement: a longitudinal study  crossover of engagement in groups  organizational resources, organizational engagement climate, and employee engagement  job insecurity and impression management: which is the horse and which is the cart when it comes to job performance?  subordinates’ helping, voice, and supervisors’ evaluation of job performance: the moderating effects of supervisor-attributed motives  job preservation efforts: when does job insecurity prompt performance?  determinants and consequences of job crafting under the boundary conditions of work uncertainty  workplace ostracism and job performance: the moderated mediation model of organization-based self-esteem and performance goal orientation |

## Topic 2 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  work, identity, worker, employment, professional, temporary, role, employees, context, service, sector, terms, organisational, status, tactics, mobility, relate, face, individual, working    FREX:  temporary, tactics, alienation, unemployment, ocb, wlb, unemployed, historical, identity, refugees, agency, face, sound, employment, formation, sector, status, terms, taw, germany    Score:  temporary, tactics, ocb, ratees, unemployment, identity, wlb, wfb, refugees, policewomen, unemployed, alienation, quote, ssa, identitie, gay, historical, taw, toughness, stigma | Effects of layoff victims' justice reactions and emotional responses on attitudes toward their previous employer  an exploration of obstacles to identity play during unemployment  occurrence of rating distortions and ratees’ fairness perceptions per raters’ mood and affect  beyond technical competence: developing mental toughness  beyond technical competence: honesty and integrity  beyond technical competence: a passion for persistence  we make sense of all that jazz: mapping in social contexts  beyond technical competence: the art of leadership  energy and performance: the power of metaphor  mind your attitude: the impact of patriarchy on women’s workplace behaviour |

## Topic 3 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  management, manager, development, organisation, decision, organization, recruitment, process, experience, resource, human, social, develop, learning, company, employer, present, training, future, individual    FREX:  crisis, military, veteran, civilian, ocm, smes, recruitment, scheme, recruiter, candidate, organisation, programmes, accident, downsizing, thinking, approaches, publish, methods, computer, board    Lift:  anti, attuned, bully, cadet, commodity, considers, contracting, crises, critique, devalued, dismissal, empty, enquiry, happen, hrms, insider, intellectual, intuitive, lacks, m&b    Score:  veteran, ocm, military, crisis, civilian, smes, consulting, programmes, recruitment, accident, scheme, syrian, recruiter, downsizing, nlp, survivor, centres, approaches, preview, rdp | Statistical and measurement pitfalls in the use of meta-regression in meta-analysis  dynamic poise - part 1: a new style of management  challenges to economic integration and social inclusion of syrian refugees in turkey  human resource turnarounds: advice from the experts  future-mapping: a practical way to map out the future and achieve what you want  recipes for organisational effectiveness. Mad, bad, or just dangerous to know?  counselling remaining employees in redundancy situations  what are the barriers to integrating displaced populations into labor markets and what are possible steps to overcome them?  mistaken identity: never mind  dynamic poise: a new style of management - part 2 |

## Topic 4 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, women, success, development, individual, work, protean, interviews, gender, qualitative, transition, influence, practical, theory, literature, boundaryless, advancement, orientation, support, capital    FREX:  saudi, boundaryless, protean, migrant, women, transition, career, careers, arabia, authentic, advancement, linguistic, depth, motherhood, barrier, orientation, academics, kcm, authenticity, sustainable    Score:  women, career, protean, saudi, migrant, linguistic, boundaryless, sustainable, men, ambition, motherhood, authentic, interviews, elite, kaleidoscope, sabbatical, cdi, kcm, orientation, neurodivergent | The multilevel intelligent career framework: an exploration and application to skilled migrants  making sense of careers through the lens of a path metaphor  career sustainability of digital micro-entrepreneurs: strategic insights from youtubers in india  the holding pattern of the worker bs: how bifurcation of consciousness impacts female academic career progression  running their own show: malaysian women entrepreneurs’ kaleidoscope careers  an ideological analysis of sustainable careers: identifying the role of fantasy and a way forward  saudi women’s work challenges and barriers to career advancement  fostering sustainable career narratives with neurodivergent clients: introducing the cluster approach to the development of identity (cadi)  re-defining careers in education  career barriers influencing career success: a focus on academics’ perceptions and experiences |

## Topic 5 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  mentoring, relationship, career, theory, mentor, learning, development, developmental, mentors, identity, support, role, individual, gender, informal, success, network, commitment, organizational, datum    FREX:  mentoring, mentor, mentors, protégé, protégés, anchor, informal, developmental, supervision, strengths, pco, scs, schein, prw, volunteer, network, received, functions, ideal, formal    Lift:  misconduct, mrq, pmb, acquainted, actualization, acute, adventurous, ajzen, albeit, alertness, alternate, amidst, ancillary, anniversary, annual, anxious, arguing, asa, assemble, assists  Score: mentoring, mentor, protégé, protégés, mentors, prw, misconduct, functions, anchor, strengths, scs, density, pco, developmental, mentees, ideal, volunteering, schein, reversal, informal | Who is your ideal mentor? An exploratory study of mentor prototypes  are you my mentor? Informal mentoring mutual identification  facilitating employee socialization through mentoring relationships  examination of the interpersonal predictors of mentoring relational quality  the company you keep: the relational models and support expectations of key developer relationships  attachment anxiety in mentoring: the role of commitment  applying an adult development perspective to developmental networks  exploring the benefits of mentoring activities for the mentor  how providing mentoring relates to career success and organizational commitment: a study in the general managerial population  pas de deux - learning in conversation |

## Topic 6 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  change, career, development, organization, leadership, organizational, manager, management, business, executive, culture, leader, assessment, process, individual, shock, professional, learning, company, work    FREX:  shock, change, executive, assessment, coaching, shocks, csr, phase, programme, competencies, initiative, corporate, ceos, manufacturing, project, leadership, client, competitive, action, culture      Score:  shock, executive, csr, coaching, leadership, shocks, ceos, manufacturing, change, code, ownership, tmt, programme, meaning, competitive, merger, rater, consulting, royal, esops | Stakeholder assessments as a predictor of high potential and promotion to partner in professional service firms  making room for career change  great groups and leaders  distance learning in a changing environment at lucent technologies  the targeted assessment coaching interview: adapting the assessment process to different coaching requirements  ethics must be communicated from the top down!  multi-source feedback: seven recommendations  change before you have to: for ceos who recognize the need, the tools exist now for organizational change  assessment techniques for top executives  nhs consortium helps staff take ownership of their careers |

## Topic 7 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  job, student, search, graduate, difference, university, career, business, mba, relate, choice, effect, factors, school, perceived, efficacy, market, factor, entrepreneurial, datum    FREX:  seeker, search, student, mba, school, generational, graduate, seekers, choice, university, communication, entrepreneurial, generation, difference, educational, entrepreneur, market, efficacy, orientations, secondary    Score:  search, student, graduate, mba, extracurricular, communication, job, generational, seeker, entrepreneurial, choice, jsse, entrepreneur, cyberloafing, certification, generation, crcl, seekers, entrepreneurship, cse | Lab coats versus business suits: a study of career preferences among indian adolescents  the influence of personality traits and persuasive messages on entrepreneurial intention: a cross-cultural comparison  roles of personality, vocational interests, academic achievement and socio-cultural factors in educational aspirations of secondary school adolescents in southwestern nigeria  evaluating a job search strategy model of fit perceptions: a construct validation amongst unemployed job seekers  testing the impact of career motivation on knowledge gained versus skills learned for a sample of personal/home care aide trainees  the role of extracurricular activities in shaping university students' employment self-efficacy perceptions  perceived employability in university students: developing an integrated model  factors that influence first-career choice of undergraduate engineers in software services companies: a south indian experience  should we talk? Co-rumination and conversation avoidance in job search  gender-related differences in the occupational aspirations and career-style preferences of accounting students: a cross-sectional comparison between academic school years |

## Topic 8 Top Words:

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| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  work, employees, family, worker, relationship, relate, job, satisfaction, support, effect, turnover, time, negative, positive, conflict, age, role, commitment, test, intention  FREX:  wfc, prevention, presenteeism, exhaustion, retirement, mindfulness, wfe, family, conflict, calling, turnover, intentions, cwb, workaholism, emotion, chronological, workaholics, burnout, older, ems      Score:  wfc, exhaustion, burnout, family, cwb, prevention, wfe, turnover, mindfulness, presenteeism, calling, conflict, workaholism, retirement, interference, distress, emotion, mood, ems, intention | The relationship between motivation to work and workers' pay flexibility: the moderation of age  work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction  the older the better!:agerelated differences in emotion regulation after psychological contract breach  spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  workaholic worker type differences in work-family conflict: the moderating role of supervisor support and flexible work scheduling  exploring the impact of sleep-related impairments on the perceived general health and retention intent of an emergency medical services (ems) sample  forget about the money? A latent profile analysis of calling and work motivation in chinese employees  burnout and the work-family interface: a two-wave study of sole and partnered working mothers  factors affecting the psychological distress among unemployed and re-employed individuals  work-family culture, work-family interference and well-being at work: is it possible to distinguish between a positive and a negative processes |

## Topic 9 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  career, expatriate, international, satisfaction, manager, development, adjustment, cultural, support, management, country, practice, assignment, commitment, networking, professional, training, women, sie, cross    FREX:  expatriate, sie, expatriation, repatriation, international, overseas, adjustment, assignment, sies, abroad, repatriate, diversity, initiate, cultural, networking, chinese, meta, return, country, percent      Score:  expatriate, international, repatriation, expatriation, sie, assignment, adjustment, repatriate, abroad, rotational, assignees, sies, overseas, satisfaction, metabus, host, networking, meta, gas, departure | What do we know about diversity, intersectionality and inclusion in organisationally-assigned expatriation? A review of relocation management company/consultancy practitioner research  expatriate assignments vs localization of management in china: staffing choices of australian and german companies  international rotational assignments: women's challenge to occupational gender segregation  the role of on-site training and support in expatriation: existing and necessary host-company practices  what motivates australian business managers to undertake expatriate appointments in east asia?  what motivates australian business managers to undertake expatriate appointments in east asia?  a metabus-enabled meta-analysis of career satisfaction  great expectations? Female expatriates’ perceptions of organisational performance and development reviews in supporting access to international assignments  role models: expatriate gender diversity pipeline or pipe-dream?  expatriate management “best practices” in canadian mncs: a multiple case study  > |