# Seven topic model [words highlighted yellow to remove]

## Topic 1: **Leadership and Workplace Dynamics**

Explores how the employee-supervisor relationships and organisational factors (e.g., job insecurity) affect employee engagement, performance, and proactive workplace behaviours. It emphasises leadership quality (e.g., Leader-Member Exchange), psychological resources (e.g., psychological capital), and organisational citizenship behaviours as key mechanisms shaping trust, task performance, and team collaboration within organisations. It also captures the value of job crafting.

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| WORDS | TEXTS |
| Highest Prob:  job, employees, relationship, performance, engagement, effect, work, design, employee, authors, finding, originality, implication, resource, insecurity, high, result, proactive, behaviors, model    FREX:  insecurity, lmx, engagement, performance, ocb, proactive, psycap, task, team, behaviors, supervisors, job, mediation, temporary, mediating, supervisor, employee, demand, follower, mediate      Score:  insecurity, job, lmx, follower, performance, engagement, mediating, craft, psycap, team, supervisor, mediate, demands, ostracism, crafting, followers, trust, mediation, behaviors, ocb | 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  job preservation efforts: when does job insecurity prompt performance?  subordinates’ helping, voice, and supervisors’ evaluation of job performance: the moderating effects of supervisor-attributed motives  job insecurity and impression management: which is the horse and which is the cart when it comes to job performance?  proactivity, job characteristics, and engagement: a longitudinal study  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  voice and silence as immediate consequences of job insecurity |

## Topic 2: **Gender and Career Advancement**

Examines the gendered dynamics of career progression within organisations, focusing on barriers, strategies, and experiences of women, particularly in male-dominated or culturally conservative contexts such as the Middle East. It considers organisational support, societal norms, motherhood, and work-life balance, along with issues of legitimacy and authenticity in leadership roles. Qualitative research methods often explore how women navigate advancement, challenge stereotypes, and develop managerial identities in senior positions.

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| WORDS | TEXTS |
| Highest Prob:  career, women, work, gender, manager, professional, men, female, implication, advancement, organizational, interviews, development, organization, design, individual, originality, senior, management, support    FREX:  saudi, women, men, middle, advancement, gender, senior, female, barrier, male, arabia, position, tactics, academics, authenticity, endorse, managerial, interviews, dominate, balance    Score:  women, men, saudi, career, female, tactics, senior, middle, motherhood, gender, legitimacy, musician, advancement, ratees, arabia, bco, wfb, interviews, barrier, kaleidoscope | women and the legitimization of (not) engaging in paid work: logics from lebanon  saudi women’s work challenges and barriers to career advancement  an exploratory study on career models and mechanisms of career advancement of emirati women managers  careers in the right beat: us jazz musicians' typical and non-typical trajectories  women managing women: hierarchical relationships and career impact  women and leadership: challenges and opportunities in saudi higher education  the changing nature of gender roles, alpha/beta careers and work-life issues: theory-driven implications for human resource management  making sense of careers through the lens of a path metaphor  give and you shall receive: investing in the careers of women professionals  women's careers in large construction companies: expectations unfulfilled? |

## Topic 3: **Education-to-Work Transition**

Investigates how students and recent graduates navigate the transition from education to employment, emphasising influences such as personal aspirations, parental support, institutional resources, and educational background. The topic highlights international mobility, cross-cultural adaptation, and non-traditional career pathways, including entrepreneurship and gig work, focusing on how young professionals manage generational and socio-economic challenges in global labour markets.

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| WORDS | TEXTS |
| Highest Prob:  career, student, implication, design, originality, university, graduate, finding, country, authors, transition, influence, development, factors, mba, social, choice, datum, education, limitations    FREX:  mba, sie, student, migrant, knowing, parental, transition, faculty, graduate, university, school, choice, young, entrepreneurship, engineering, market, educational, skilled, initiate, aspiration    Score:  student, sie, migrant, mba, career, graduate, engineering, host, transition, abroad, sabbatical, entrepreneurship, elite, entrepreneur, cdi, sies, aspiration, gig, childhood, generational | career choices: exploring military migrants’ justifications for their enlistment in the british armed forces  students’ perceptions of education and employability: facilitating career transition from higher education into the labor market  the relative importance of motives for international self-initiated mobility  navigating a double school-to-work transition: how do chinese graduate students decide where to start their careers after studying abroad?  careers patterns in greek academia: social capital and intelligent careers, but for whom?  career sustainability of digital micro-entrepreneurs: strategic insights from youtubers in india  transnational sensemaking narratives of highly skilled canadian immigrants' career change  exploring careers through a qualitative lens: an investigation and invitation  narratives of identity of self-initiated expatriates in qatar  career development in primary school children |

## Topic 4: **Recruitment and Talent Management**

Focuses on organisational strategies for attracting, selecting, and developing talent through recruitment practices, training programs, and management development initiatives. It highlights the role of consultants, assessment schemes, and structured onboarding and leadership development programs in facilitating organisational change and performance improvement. Special attention is given to contexts like small-medium enterprises, downsizing, and career transitions (e.g., veteran-to-civilian), demonstrating how human resource practices adapt to evolving business needs.

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| WORDS | TEXTS |
| Highest Prob:  management, development, organization, manager, change, learning, process, company, training, human, provide, business, decision, present, resource, organisation, develop, practice, suggest, discuss    FREX:  civilian, ocm, programmes, smes, consultant, consulting, assessment, recruitment, programme, conclude, scheme, action, effective, approaches, downsizing, firms, techniques, company, accident, thinking    Score:  recruitment, consulting, ocm, smes, programmes, civilian, downsizing, veteran, recruiter, accident, programme, scheme, consultant, appraisal, preview, nlp, rdp, survivor, crisis, thinking | managing conversations: the medium for achieving “breakthrough” results  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?  partnership-based approaches to learning in the context of restructuring: case studies from the european steel and metal sectors  the future for development centres  dynamic poise - part 1: a new style of management  developing management competencies for fast-changing organisations  human resource turnarounds: advice from the experts  assessment techniques for top executives  multi-source feedback: seven recommendations |

## Topic 5: **Career Identity, Adaptability, and Mentoring**

Explores how mentoring relationships foster individual career development and success within contemporary career paradigms such as protean and boundaryless careers. The topic investigates mentoring’s role in supporting adaptability, identity formation, and proactive career behaviours in protégés. It addresses both developmental and psychological functions of mentoring, emphasising subjective career success, responses to career shocks, and long-term career sustainability.

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| WORDS | TEXTS |
| Highest Prob:  career, success, mentoring, development, relationship, individual, implication, theory, design, protean, originality, role, model, mentor, finding, support, orientation, identity, organizational, offer    FREX:  mentoring, mentor, protégé, adaptability, protégés, protean, anchor, mentors, developmental, success, orientation, meaning, shock, concept, proactivity, sustainability, career, boundaryless, subjective, exploration    Score:  career, mentoring, mentor, protégé, adaptability, protean, protégés, mentors, shock, sustainable, functions, anchor, proactivity, orientation, neurodivergent, success, developmental, reversal, misconduct, craft | fostering sustainable career narratives with neurodivergent clients: introducing the cluster approach to the development of identity (cadi)  who is your ideal mentor? an exploratory study of mentor prototypes  repatriate career exploration: a path to career growth and success  the role of career shocks in contemporary career development: key challenges and ways forward  an ideological analysis of sustainable careers: identifying the role of fantasy and a way forward  the experiences of voluntary career change in 30-somethings and implications for guidance  the meaning of career success: avoiding reification through a closer inspection of historical, cultural, and ideological contexts  are you my mentor? informal mentoring mutual identification  mentoring and career development  the boundaryless career at 20: where do we stand, and where can we go? |

## Topic 6: **International Career Mobility**

Examines the global movement of professionals across borders for career-related purposes, focusing on expatriate assignments, cross-cultural adjustment, and global talent development. It analyses how linguistic skills, cultural communication, individual profiling, and informal learning activities influence expatriate success and adaptation. The topic also includes non-traditional mobility such as volunteer roles and rotational assignments, often using meta-analytical approaches to understand diverse international experiences.

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| WORDS | TEXTS |
| Highest Prob:  search, expatriate, international, career, cultural, adjustment, cross, job, business, training, development, activity, implication, meta, learning, assignment, design, difference, analysis, finding  FREX:  communication, linguistic, profiling, search, expatriate, assignment, adjustment, international, meta, appointment, disability, activity, cultural, belief, volunteer, informal, profiles, hong, kong, extracurricular  Score:  expatriate, search, international, assignment, linguistic, profiling, communication, disability, meta, extracurricular, rotational, expatriation, cyberloafing, appointment, adjustment, overseas, jsse, metabus, assignees, cultural | a metabus-enabled meta-analysis of career satisfaction  what motivates australian business managers to undertake expatriate appointments in east asia?  what motivates australian business managers to undertake expatriate appointments in east asia?  what do we know about diversity, intersectionality and inclusion in organisationally-assigned expatriation? a review of relocation management company/consultancy practitioner research  the influence of personality traits and persuasive messages on entrepreneurial intention: a cross-cultural comparison  intercultural communication: a key element in global strategies  the impact of cross-cultural training for expatriates in a chinese firm  guanxi as impetus? career exploration in china and the united states  choosing the right employee: chinese vs. us preferences  corporate career support: chinese mainland expatriates in hong kong |

## Topic 7: **Work-Family Dynamics and Well-being**

Investigates the interplay between work and family roles and their impact on employee well-being, job satisfaction, and organisational outcomes such as turnover and counterproductive work behaviours. Key concepts include work-family conflict and enrichment, burnout, exhaustion, mindfulness, and workaholism. The topic considers demographic factors like age and retirement intentions, exploring both positive and negative effects of work-family dynamics on psychological health and workplace behaviour.

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| WORDS | TEXTS |
| Highest Prob:  work, employees, satisfaction, job, relationship, relate, family, design, worker, commitment, support, effect, originality, implication, turnover, time, result, positive, finding, sample  FREX:  wfc, older, prevention, retirement, cwb, turnover, exhaustion, conflict, intentions, mindfulness, commitment, family, workaholism, wfe, satisfaction, intention, calling, age, negative, nurse    Score:  wfc, exhaustion, turnover, cwb, prevention, family, satisfaction, wfe, mindfulness, burnout, presenteeism, calling, retirement, workaholism, intentions, intention, older, ems, prw, conflict  > | exploring correlates of work exhaustion and physical exhaustion for a sample of massage therapists and body workers  the relationship between motivation to work and workers' pay flexibility: the moderation of age  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  work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction  spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  the older the better!:agerelated differences in emotion regulation after psychological contract breach  an integrative model of work/family interface for chinese employees  burnout and the work-family interface: a two-wave study of sole and partnered working mothers  forget about the money? a latent profile analysis of calling and work motivation in chinese employees |