# Seven topic model

## Topic 1 Top Words:

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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 Top Words:

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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 Top Words:

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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 Top Words:

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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 Top Words:

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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 Top Words:

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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 Top Words:

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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 |

# Nine topic model

## Topic 1 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  job, performance, employees, relationship, engagement, work, effect, finding, employee, proactive, design, high, originality, resource, authors, behaviors, implication, leadership, result, social    FREX:  engagement, lmx, performance, proactive, psycap, adaptability, follower, supervisors, task, team, insecurity, political, supervisor, resources, trust, behaviors, orient, csr, demand, ocb    Score:  insecurity, engagement, lmx, follower, performance, behaviors, team, psycap, personality, followers, adaptability, ocb, supervisor, trust, supervisors, proactive, leadership, ostracism, demands, mediating | crossover of engagement in groups  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  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  the cognitive underpinnings of effective teamwork: a continuation  proactivity, job characteristics, and engagement: a longitudinal study  facilitating interns’ performance: the role of job resources, basic need satisfaction and work engagement  keeping the peace: an investigation of the interaction between personality, conflict, and competence on organizational citizenship behaviors  mind the mindset! the interaction of proactive personality, transformational leadership and growth mindset for engagement at work |

## Topic 2 Top Words:

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| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  worker, work, social, identity, variables, employment, retirement, job, high, result, market, relate, design, implication, status, mobility, fit, sample, originality, temporary    FREX:  tactics, retirement, temporary, labour, market, status, mobility, fit, labor, worker, orientations, variables, care, attributes, unemployment, unemployed, identity, managerial, upward, economic    Score:  tactics, retirement, temporary, unemployed, ratees, labour, metabus, wfb, refugees, mobility, unemployment, entrepreneurial, market, worker, older, cooperation, taw, ssa, attributes, socialization | effects of layoff victims' justice reactions and emotional responses on attitudes toward their previous employer  testing the impact of career motivation on knowledge gained versus skills learned for a sample of personal/home care aide trainees  we make sense of all that jazz: mapping in social contexts  occurrence of rating distortions and ratees’ fairness perceptions per raters’ mood and affect  policy capturing as a tool to enhance recruiting  a metabus-enabled meta-analysis of career satisfaction  the comfort zone of the value circumplex for entrepreneurship: a structural analysis  an exploration of obstacles to identity play during unemployment  demand for college graduates and attributes health care organizations seek in accounting recruits  importance of person-organization fit to job seekers |

## Topic 3 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, women, success, development, implication, work, design, originality, individual, finding, authors, interviews, role, model, qualitative, gender, professional, practical, provide, transition    FREX:  shock, saudi, women, migrant, career, boundaryless, transition, interviews, depth, careers, arabia, authentic, cdi, protean, motherhood, success, experiences, academics, authenticity, qualitative    Score:  women, career, shock, migrant, saudi, protean, boundaryless, shocks, interviews, ambition, sustainable, depth, authentic, men, barrier, careers, elite, kaleidoscope, motherhood, cdi | 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  saudi women’s work challenges and barriers to career advancement  running their own show: malaysian women entrepreneurs’ kaleidoscope careers  dual careers: the new norm for gen y professionals?  my career development journey to an authentic work identity  the holding pattern of the worker bs: how bifurcation of consciousness impacts female academic career progression  career barriers influencing career success: a focus on academics’ perceptions and experiences  gender equality in employment in saudi arabia: a relational perspective |

## Topic 4 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  management, manager, organisation, employer, practice, decision, company, resource, human, provide, recruitment, experience, implication, graduate, knowledge, development, learning, selection, process, organisational    FREX:  crisis, military, veteran, civilian, ocm, smes, organisation, computer, recruitment, consulting, programmes, scheme, wlb, organisations, downsizing, approaches, accident, contract, realistic, talent    Score:  veteran, civilian, crisis, military, consulting, ocm, smes, programmes, accident, tattoos, edi, scheme, organisation, nlp, syrian, beneficiary, computer, armed, recruitment, downsizing | statistical and measurement pitfalls in the use of meta-regression in meta-analysis  counselling remaining employees in redundancy situations  challenges to economic integration and social inclusion of syrian refugees in turkey  dynamic poise - part 1: a new style of management  human resource turnarounds: advice from the experts  recipes for organisational effectiveness. mad, bad, or just dangerous to know?  publish or perish: academic life as management faculty live it  effective employment screening practices  future-mapping: a practical way to map out the future and achieve what you want  mistaken identity: never mind |

## Topic 5 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  job, search, theory, career, implication, design, perceived, originality, justice, model, finding, literature, present, individual, authors, social, strategy, craft, role, offer    FREX:  anchor, seekers, search, justice, scs, strengths, seeker, abusive, jsse, supervision, prw, extracurricular, gratitude, topics, procedural, craft, theory, misconduct, sabbatical, intensity    Score:  search, jsse, strengths, prw, craft, anchor, misconduct, gig, sabbatical, seeker, extracurricular, olps, job, cse, schein, seekers, gratitude, scs, sie, regret | the toll of perceived injustice on job search self-efficacy and behavior  exploring job crafting as a response to abusive supervision  the influence of general beliefs on the formation of justice expectations: the moderating role of direct experiences  the construct validity of schein's career anchors orientation inventory  living one’s calling independently: the role of online labor platforms for different dynamics of calling enactment  11 topics among 7,591 employability research abstracts (1942–2024): a structural topic model and call for interdisciplinary perspectives  labouring the label: ck or dkny  using the theory of planned behavior and cheating justifications to predict academic misconduct  should we talk? co-rumination and conversation avoidance in job search  antecedents of perceived overqualification: a three-wave study |

## Topic 6 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  student, career, expatriate, international, cultural, business, difference, country, implication, graduate, cross, design, mba, adjustment, female, survey, originality, university, chinese, assignment    FREX:  expatriate, international, generational, abroad, overseas, mba, assignment, student, cultural, repatriation, communication, generation, adjustment, country, chinese, female, china, diversity, linguistic, expatriation    Score:  expatriate, international, student, sie, mba, expatriation, linguistic, assignment, abroad, repatriation, host, generational, rotational, cultural, sies, female, adjustment, overseas, communication, chinese | exploring the impact of national context on adjustment of self-initiated expatriates: the case of german professionals in britain  lab coats versus business suits: a study of career preferences among indian adolescents  what motivates australian business managers to undertake expatriate appointments in east asia?  what motivates australian business managers to undertake expatriate appointments in east asia?  factors that influence first-career choice of undergraduate engineers in software services companies: a south indian experience  the impact of cross-cultural training for expatriates in a chinese firm  self-initiated expatriates from emerging markets: career benefits arising from personal initiative  an empirical study of nation branding for attracting internationally mobile skilled professionals  are former “third-culture kids” the ideal business expatriates?  factors influencing singapore managers’ career aspiration in international assignments |

## Topic 7 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  work, job, employees, satisfaction, relationship, family, design, effect, relate, support, turnover, originality, negative, time, worker, authors, implication, role, result, finding    FREX:  exhaustion, wfc, turnover, prevention, family, presenteeism, mindfulness, wfe, conflict, negative, workaholism, burnout, workaholics, crafting, intention, leave, satisfaction, calling, cwb, acting    Score:  wfc, exhaustion, insecurity, family, burnout, prevention, cwb, turnover, presenteeism, crafting, wfe, mindfulness, craft, calling, satisfaction, ems, intention, job, conflict, crossover | work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction  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  an integrative model of work/family interface for chinese employees  spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  job crafting and motivation to continue working beyond retirement age  the older the better!:agerelated differences in emotion regulation after psychological contract breach  do work stressors facilitate or impede job crafting? the role of employee trait and work regulatory focus  a chinese longitudinal study on work/family enrichment  workaholic worker type differences in work-family conflict: the moderating role of supervisor support and flexible work scheduling |

## Topic 8 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  development, change, organization, leadership, manager, management, organizational, leader, process, business, executive, individual, assessment, work, training, learning, professional, discuss, present, culture    FREX:  client, executive, coaching, change, assessment, programme, leader, competencies, competitive, phase, competence, leadership, action, community, appraisal, corporate, examples, successful, create, initiative    Score:  executive, leadership, programme, leader, code, coaching, client, locked, listening, change, rater, logics, appraisal, recruiter, philosophy, attraction, assessment, advertising, psfs, merger | great groups and leaders  the future for development centres  assessment techniques for top executives  employees and the community: how successful companies meet human resource needs through community involvement  multi-source feedback: seven recommendations  change before you have to: for ceos who recognize the need, the tools exist now for organizational change  ethics must be communicated from the top down!  high-involvement leadership: moving from talk to action  action learning: a “highbrow smash and grab” activity?  training as a performance appraisal improvement strategy |

## Topic 9 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  relationship, mentoring, career, commitment, personality, support, implication, organizational, mentor, networking, employees, design, learning, individual, organization, relate, network, success, result, originality    FREX:  mentoring, mentor, mentors, networking, protégé, network, commitment, protégés, informal, developmental, personality, networks, trait, activity, affective, relationship, relationships, ideal, formal, pcb    Score:  mentoring, mentor, protégé, protégés, networking, mentors, personality, informal, commitment, functions, network, density, cyberloafing, developmental, volunteering, trait, boredom, socialization, ideal, modesty | facilitating employee socialization through mentoring relationships  who is your ideal mentor? an exploratory study of mentor prototypes  attachment anxiety in mentoring: the role of commitment  the relationship between networking behaviors and the big five personality dimensions  how providing mentoring relates to career success and organizational commitment: a study in the general managerial population  are you my mentor? informal mentoring mutual identification  satisfaction with mentoring relationships: does gender identity matter?  enhancing the contribution of volunteering to career commitment with friendship among university students  internal and external networking behavior an investigation of relationships with affective, continuance, and normative commitment  the role of felt obligation to mentor in mentor performance: an exploration of generalized reciprocity in mentoring |

# Ten topic model

## Topic 1 Top Words:

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| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, employees, performance, relationship, engagement, work, proactive, effect, leadership, high, finding, personality, design, employee, leader, behaviors, originality, result, team, satisfaction  FREX:  proactive, lmx, adaptability, team, engagement, supervisors, follower, trust, performance, supervisor, csr, transformational, leader, personality, behaviors, leadership, task, subordinate, employees, collar  Score:  lmx, team, engagement, follower, proactive, performance, adaptability, behaviors, trust, followers, supervisors, supervisor, leader, leadership, fsb, csr, personality, ostracism, meaningfulness, transformational | when and why leaders trust followers: lmx as a mediator and empowerment as a moderator of the trustworthiness-trust relationship  understanding career-meaningfulness and work centrality to serve customers: servant leadership and customer-oriented boundary-spanning behaviors  crossover of engagement in groups  the cognitive underpinnings of effective teamwork: a continuation  seeking feedback but unable to improve work performance? Qualified feedback from trusted supervisors matters  when does emotional intelligence (ei) benefit team-member exchange? The cross-level moderating role of ei-based leader-member exchange differentiation  career control, career dialogue and managerial position: how do these matter for perceived employability?  lmx differentiation, diversity, and group performance: evidence for curvilinear and interaction effects  servant leadership and career success: the effects of career skills and proactive personality  organizational structure and innovation performance: is employee innovative behavior a missing link? |

## Topic 2 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  student, university, graduate, mba, result, entrepreneurial, market, relate, variables, factor, survey, factors, design, sample, school, business, choice, development, fit, intention  FREX:  student, entrepreneurial, mba, attributes, school, university, market, graduate, tactics, entrepreneur, choice, educational, fit, undergraduate, initial, entrepreneurship, care, unemployment, wlb, attribute  Score:  student, entrepreneurial, mba, graduate, tactics, ratees, entrepreneurship, wlb, metabus, entrepreneur, attributes, unemployed, wfb, intention, cooperation, plateauing, unemployment, earner, children, smes | effects of layoff victims' justice reactions and emotional responses on attitudes toward their previous employer  testing the impact of career motivation on knowledge gained versus skills learned for a sample of personal/home care aide trainees  the comfort zone of the value circumplex for entrepreneurship: a structural analysis  occurrence of rating distortions and ratees’ fairness perceptions per raters’ mood and affect  graduates’ perceptions of transferable personal skills and future career preparation in the uk  demand for college graduates and attributes health care organizations seek in accounting recruits  a metabus-enabled meta-analysis of career satisfaction  we make sense of all that jazz: mapping in social contexts  german consultants discuss reunification and employment  the career choice of business graduates: smes or mncs? |

## Topic 3 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, women, success, implication, development, design, originality, gender, finding, work, individual, authors, protean, interviews, role, identity, transition, men, professional, qualitative  FREX:  boundaryless, saudi, women, shock, shocks, protean, men, transition, depth, career, interviews, arabia, authentic, motherhood, success, experiences, barrier, pcb, gender, advancement  Score:  women, career, protean, shock, saudi, migrant, boundaryless, men, ambition, shocks, barrier, cdi, elite, authentic, motherhood, interviews, female, family, depth, pcb | making sense of careers through the lens of a path metaphor  dual careers: the new norm for gen y professionals?  the multilevel intelligent career framework: an exploration and application to skilled migrants  saudi women’s work challenges and barriers to career advancement  the holding pattern of the worker bs: how bifurcation of consciousness impacts female academic career progression  career barriers influencing career success: a focus on academics’ perceptions and experiences  career implications of career shocks through the lens of gender: the role of the academic career script  an exploratory study on career models and mechanisms of career advancement of emirati women managers  opt-in or opt-out: exploring how women construe their ambition at early career stages  running their own show: malaysian women entrepreneurs’ kaleidoscope careers |

## Topic 4 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  management, manager, development, decision, practice, provide, employer, training, recruitment, experience, organisation, resource, human, selection, implication, firms, company, knowledge, contract, future  FREX:  crisis, military, veteran, civilian, ocm, recruitment, computer, consulting, programmes, talent, candidate, contract, charity, selection, institution, methods, firms, publish, organisation, simulation  Score:  veteran, consulting, civilian, military, ocm, crisis, edi, programmes, beneficiary, computer, syrian, refugees, parenthood, armed, simulation, nlp, bpo, kpo, recruitment, refugee | 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  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  graduate recruitment and selection practices in small businesses  linking mental models and cognitive maps as an aid to organisational learning  accountancy graduate selection procedures - a critical analysis  differential effects of competency due to bpo and kpo industry differences in ites sector in sri lanka  a fuzzy multicriteria decision-making methodology for selection of human resources in a greek private bank |

## Topic 5 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  career, theory, model, development, implication, offer, individual, design, framework, literature, originality, conceptual, worker, finding, present, theoretical, strengths, perspective, sustainable, future  FREX:  strengths, sustainability, anchor, scs, sustainable, conceptual, special, prw, supervision, author, specialty, introduce, framework, abusive, driver, proposition, scholarship, misconduct, sabbatical, exploration  Score:  strengths, anchor, sustainable, sabbatical, prw, sustainability, misconduct, gig, specialty, schein, olps, scs, driver, anchors, supervision, toughness, sie, regret, scf, reversal | easy does it: an innovative view on developing career identity and self-direction  the construct validity of schein's career anchors orientation inventory  self-initiated expatriation: a career perspective through a social chronology lens  living one’s calling independently: the role of online labor platforms for different dynamics of calling enactment  beyond technical competence: developing mental toughness  11 topics among 7,591 employability research abstracts (1942–2024): a structural topic model and call for interdisciplinary perspectives  are we talking about the same thing? the case for stronger connections between graduate and worker employability research  workaholism in organizations: new research directions  a kaleidoscope career perspective on faculty sabbaticals  the psychology of career theory — a new perspective? |

## Topic 6 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  expatriate, international, cultural, career, country, implication, adjustment, difference, cross, manager, assignment, chinese, business, design, female, finding, development, diversity, practice, originality  FREX:  expatriate, international, repatriation, linguistic, abroad, profiling, assignment, cultural, communication, adjustment, country, overseas, diversity, expatriation, generational, sie, chinese, sies, host, female    Score:  expatriate, international, sie, expatriation, assignment, linguistic, repatriation, abroad, host, rotational, sies, overseas, adjustment, cultural, profiling, communication, generational, tattoos, foreign, assignees | exploring the impact of national context on adjustment of self-initiated expatriates: the case of german professionals in britain  an empirical study of nation branding for attracting internationally mobile skilled professionals  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  what motivates australian business managers to undertake expatriate appointments in east asia?  the relative importance of motives for international self-initiated mobility  the impact of cross-cultural training for expatriates in a chinese firm  cultural diversity: challenges facing the management of cross-border business careers  intercultural communication: a key element in global strategies  self-initiated expatriates from emerging markets: career benefits arising from personal initiative |

## Topic 7 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  work, employees, family, worker, satisfaction, relationship, relate, design, effect, negative, turnover, age, time, originality, result, support, conflict, positive, implication, finding  FREX:  wfc, presenteeism, family, retirement, turnover, conflict, age, exhaustion, wfe, negative, workaholism, older, burnout, workaholics, calling, nurse, enrichment, leave, work, acting    Score:  wfc, family, exhaustion, wfe, burnout, presenteeism, turnover, calling, retirement, ems, conflict, workaholism, intention, intentions, enrichment, mood, older, crossover, cwb, sleep | 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  work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction  workaholic worker type differences in work-family conflict: the moderating role of supervisor support and flexible work scheduling  spillover and crossover effects of social support through work-family balance: a time-lagged analysis in italian dyads  exploring the impact of sleep-related impairments on the perceived general health and retention intent of an emergency medical services (ems) sample  the older the better!:agerelated differences in emotion regulation after psychological contract breach  work-family culture, work-family interference and well-being at work: is it possible to distinguish between a positive and a negative process?  an integrative model of work/family interface for chinese employees  forget about the money? a latent profile analysis of calling and work motivation in chinese employees |

## Topic 8 Top Words:

|  |  |
| --- | --- |
| WORDS | TEXTS |
| Highest Prob:  change, development, organization, management, manager, organizational, leadership, process, work, executive, business, individual, learning, strategy, present, assessment, company, culture, discuss, professional    FREX:  client, executive, coaching, change, assessment, project, action, programme, phase, competitive, technological, appraisal, corporate, plan, initiative, competencies, advantage, merger, directors, logics    Score:  executive, programme, coaching, code, logics, client, merger, change, listening, royal, leadership, appraisal, advertising, legitimacy, rater, technological, centres, implementation, identifies, story | great groups and leaders  the future for development centres  leading organizational change  assessment techniques for top executives  ethics must be communicated from the top down!  change before you have to: for ceos who recognize the need, the tools exist now for organizational change  managing to relate: organizing as a social process  developing local government managers - sourcing development requirements: competence versus change process frameworks  action learning: a “highbrow smash and grab” activity?  constructing changes in relational processes: introducing a social constructionist approach to change work |

## Topic 9 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  mentoring, relationship, commitment, organizational, organization, learning, mentor, political, networking, skill, individual, implication, network, support, social, design, result, role, developmental, networks  FREX:  mentoring, mentor, mentors, protégé, network, networking, protégés, informal, networks, commitment, political, skill, socialization, developmental, reputation, affective, learning, functions, formal, peer    Score: mentoring, mentor, protégé, networking, mentors, protégés, socialization, informal, commitment, functions, network, cyberloafing, density, political, volunteering, ideal, networks, mrq, mentees, affective | who is your ideal mentor? an exploratory study of mentor prototypes  are you my mentor? informal mentoring mutual identification  attachment anxiety in mentoring: the role of commitment  recruiter political skill and organization reputation effects on job applicant attraction in the recruitment process: a multi-study investigation  examination of the interpersonal predictors of mentoring relational quality  facilitating employee socialization through mentoring relationships  the role of felt obligation to mentor in mentor performance: an exploration of generalized reciprocity in mentoring  the relationship between networking behaviors and the big five personality dimensions  internal and external networking behavior an investigation of relationships with affective, continuance, and normative commitment  do newcomers with high political skill benefit more from the formal mentoring program? |

## Topic 10 Top Words:

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| WORDS | TEXTS |
| Highest Prob:  job, relationship, insecurity, search, resource, employees, design, implication, authors, model, effect, originality, finding, employee, craft, demand, support, work, focus, result  FREX:  insecurity, craft, crafting, temporary, job, search, prevention, demand, seeker, resources, autonomy, seekers, coping, regulatory, resource, mindfulness, resilience, climate, promotion, ocb  Score:  insecurity, job, search, craft, crafting, prevention, jsse, temporary, psycap, mindfulness, demands, impression, distress, unemployed, extracurricular, seeker, regulatory, trait, coping, cwb | job insecurity and impression management: which is the horse and which is the cart when it comes to job performance?  do work stressors facilitate or impede job crafting? the role of employee trait and work regulatory focus  on the reciprocal relationship between individual job insecurity and job insecurity climate  core self-evaluations, job search behaviour and health complaints: the mediating role of job search self-efficacy  antecedents of perceived overqualification: a three-wave study  trait-level and week-level regulatory focus as a motivation to craft a job  employment status and employee service-oriented organizational citizenship behaviour: the mediating roles of internal mobility opportunity and job insecurity  the toll of perceived injustice on job search self-efficacy and behavior  self-efficacy, goals, and job search behaviors  factors affecting the psychological distress among unemployed and re-employed individuals |