

Upadyaya, K., & Salmela-Aro, K. (*in press*). Development of early vocational behavior: Parallel associations between career engagement and satisfaction. *Journal of Vocational Behavior*.

The present five-wave longitudinal study examined the parallel development of career engagement and satisfaction among young adults over an eight-year period starting from the last stages of their secondary education and ending after the transition to higher education or working life. The research questions were analyzed with parallel process latent growth curve (LGC) modeling and growth mixture modeling (GMM). The study is part of the ongoing longitudinal Finnish Educational Transitions (FinEdu) study, and followed 826 participants from age 17 to 25. The developmental dynamics showed that career engagement and satisfaction developed parallel, each predicting the changes in the other. Towards the end of secondary education career engagement increased and career satisfaction decreased on the mean level; however, later on, after the transition to higher education/work, both processes leveled off. The GMM results also revealed the existence of two latent trajectory groups, one representing a high transitional and the other a low increasing trajectory of career engagement and satisfaction.

Upadyaya, K., Salmela-Aro, K., & Vartiainen, M. (2015). From servant leadership to work engagement, life satisfaction, and occupational health: Job demands and resources. Manuscript under review.

This two-wave longitudinal study investigated the cross-lagged associations between work-related well-being and ill health (e.g., work engagement and burnout) and general well-being and ill health (e.g., life satisfaction and depressive symptoms), resources and demands (e.g., servant leadership, efficacy beliefs, resilience, and workload) and their effects on occupational health (e.g., recovery, number of diagnoses, workaholism). This study is a part of an ongoing

Occupational Health Study in which 1 415 employees (586 men, 829 women) were followed twice over two years through their occupational health services. At both measurement times the participants filled in a questionnaire on their work engagement, burnout symptoms, well-being, personal and work environmental resources and demands, and occupational health. The results showed that spillover existed from work engagement to work and general well-being/ill-health, and from depressive symptoms to general and work-related well-being/ill-health. Moreover, servant leadership predicted high work engagement, which was further manifested as high life satisfaction and reduced ill health, and also promoted employees' recovery from work. Workload, in turn, increased burnout and depressive symptoms, and further, reduced recovery and increased the number of mental health diagnoses.