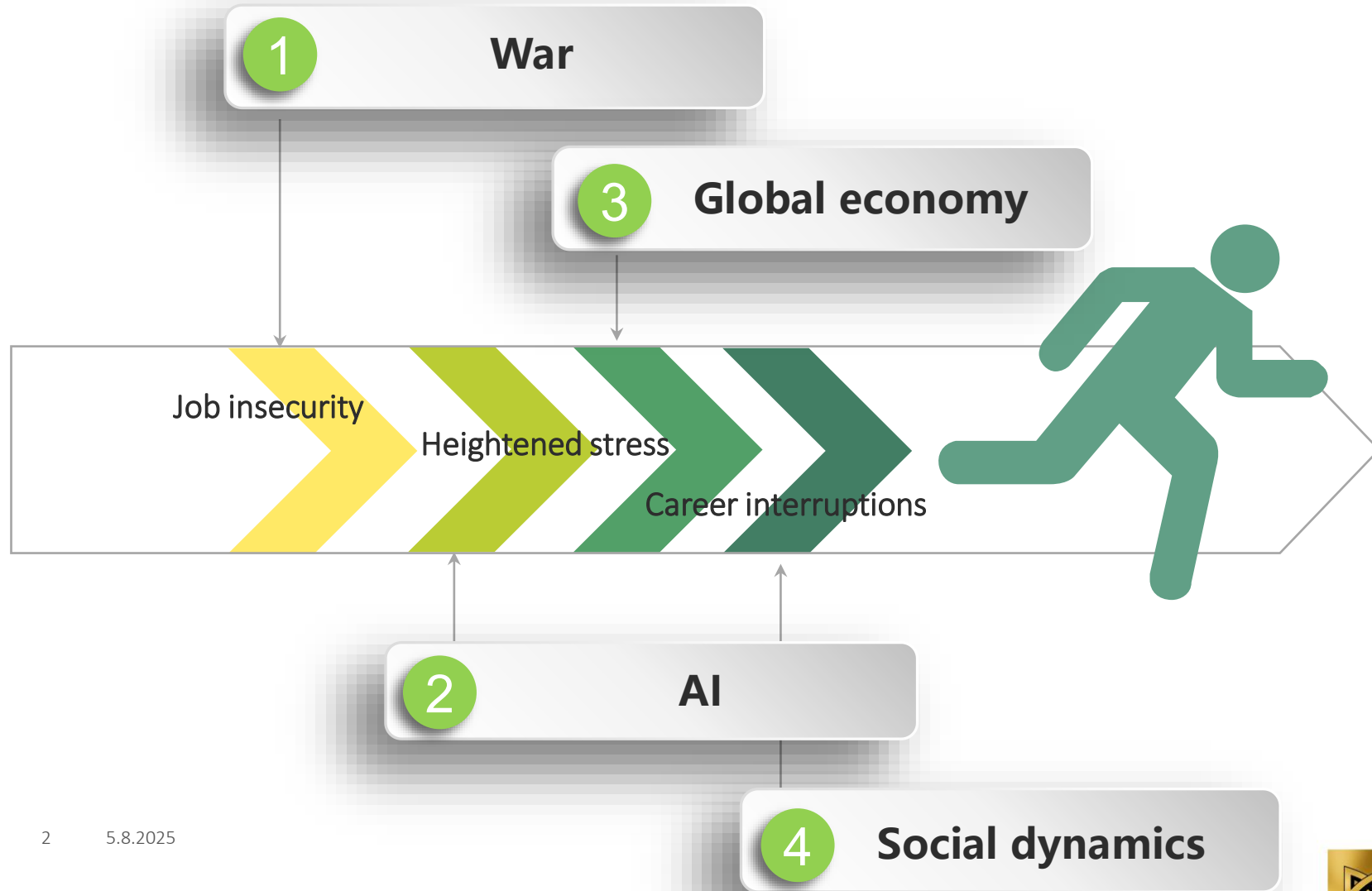


Towards the Next Step in Sustainable Careers Research: A Systematic Literature Review and Future Research Agenda

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Sustainable career – Why does it matter?





Definition of sustainable career (De Vos et al., 2015)

A sustainable career is defined as

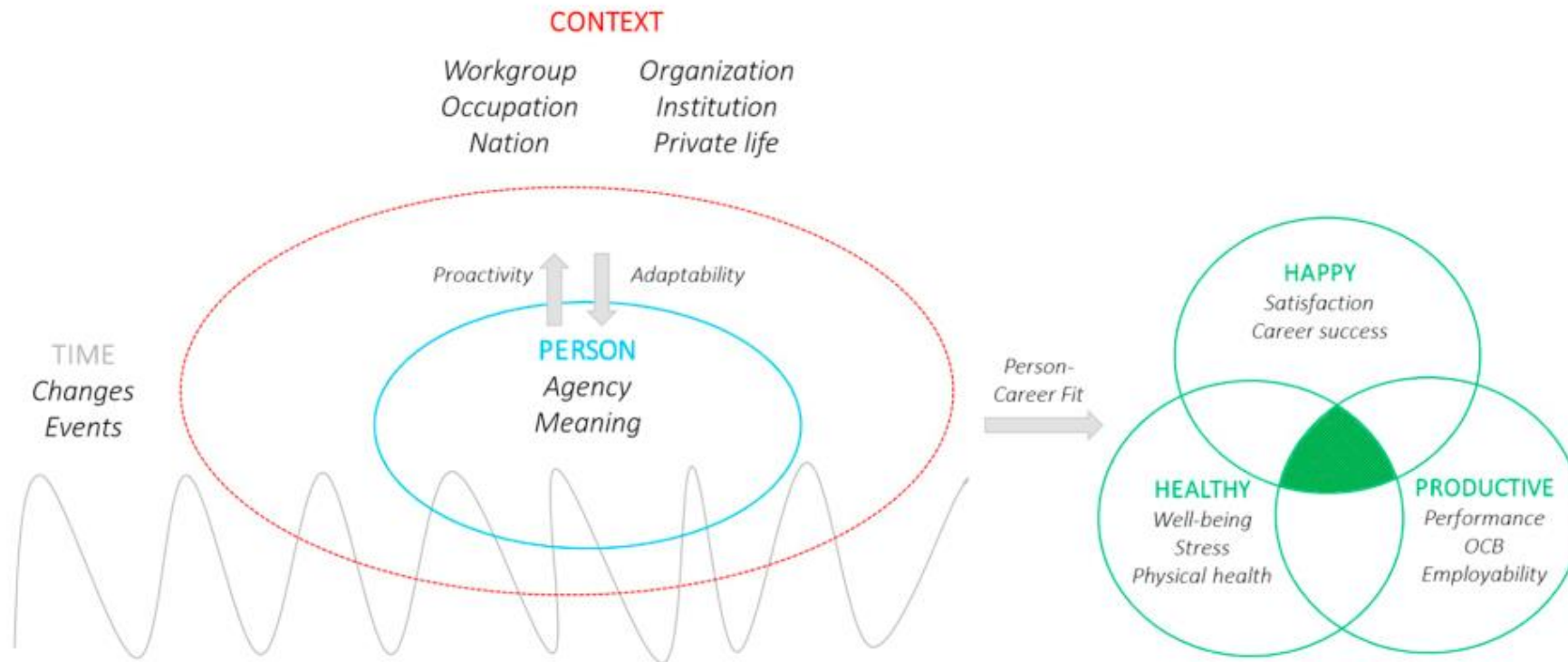
“the sequence of an individual’s different career experiences, reflected through a variety of patterns of continuity over time, crossing several social spaces, and characterized by individual agency, thus providing meaning to the individual” (p. 7).



The sustainable career framework (De Vos et al., 2020)

DIMENSIONS OF SC

INDICATORS OF SC



The sustainable career framework examines how the interaction of person, context, and time affects long-term career sustainability, with happiness, health, and productivity as key indicators. It focuses on aligning individual career goals with opportunities provided by their work environment (Person-career fit).



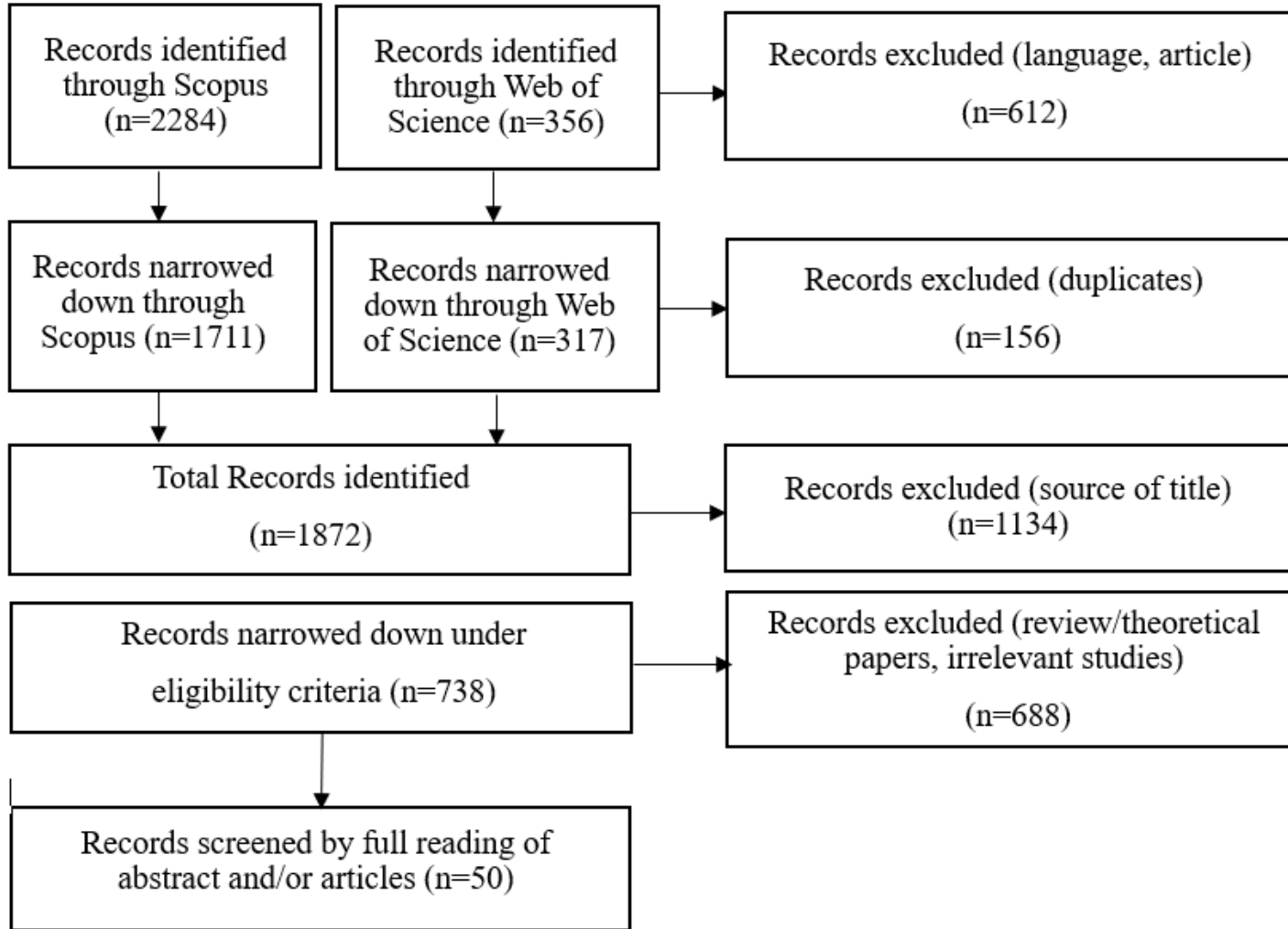
Research gaps and research questions

- ▶ **Research gaps:** increasing attentions on sustainable careers but the existing research remains fragmented:
 - ▶ Focusing on narrow aspect of the sustainable career model
 - ▶ A notable variation on measures to analyze career sustainability
- ▶ **Research questions:**
 - ▶ 1) What indicators have been used in empirical studies to measure sustainable careers
 - ▶ 2) Which key antecedents of sustainable careers have been identified
 - ▶ 3) What theoretical frameworks have been adopted to study sustainable





Review method



► Identification:

- Search string: sustainable career, career sustainability, life-long career and lifespan career
- Published date up to: 5.10.2024

► Eligibility criteria

- Peer reviewed articles AJG journals
- Empirical studies
- Articles addressing the theme of sustainable careers

PRISMA flow of article selection diagram





Result - Indicators

Happiness-related measures



Health-related measures



Productivity-related measures



Interesting findings:

- ▶ 1) Those dominant measures for each indicator align with the sustainable career framework
- ▶ 2) Some measures have been used to assess several indicators, e.g., life satisfaction, career attainment
- ▶ 3) Only 11 articles examine all three indicators

Result - Antecedents

Table 2 Antecedents to foster sustainable careers

Person dimension			Context dimension				Time dimension
Agency factors	Meaning factors	Other factors	Institutional factors	Occupational factors	Organizational factors	Private life factors	
Proactive career behaviors (8, 43)	Meaningful work (16, 48)	Personality traits (40)	Higher Education institution (4, 32, 47)	Occupational demands (7, 50)	HRM practices (14, 26)	Family support (2, 10, 47, 50)	Career stages (13, 36, 45)
Proactive career initiatives (45)	Motivation (22, 36)	Sociodemographic characteristics (40)	New technology education offered by hospitality educators (37)	Career-related demands and resources (25)	Workloads (3)	Family issues (13)	Career transitions (16, 29, 32)
Proactive behaviors (45)	Personal fulfillment (15)	Education level (49)	Social culture (13, 47, 50)	Revenue generation from consumers	Redesign reduced-load work (24)	Family demands and resources (45)	Career Patterns (11, 40)
Career decisions (13, 17, 36)	Identity Reconstruction (29)		Socio-structural constraints (49)	Career uncertainty (16)	Flexible work arrangement (13, 50)	Gender roles (in family) (45, 50)	Career shocks (14)
Career alignment with organization (19)			Para-social interaction (44)		Work demands and resources (45)	Non-work demands (10, 44)	
Career management strategies (10, 36)			Career communities (9)		Idiosyncratic deals (I-deals) (28)	Leisure activities (18)	
Self-goal setting (39)			Career catalysts (bootcamp) (16)		Career customization (23)		
Autonomy (sense of control) (44)			Technology (47)		Career growth support (48)		
Positive attitude toward AI (35)			Covid-19 (47)		Employer-sponsored training (21)		
Resisting rejection (2)			Labor market policies and Income (in)security (10, 50)		Training opportunity (33)		
Reshaping mindset (2)					Technical, cultural and human knowledge management (5)		
Redefining self and perceptions on career success, work, social networks (29)					Work opportunities offered (36)		
Career adaptability (8, 38, 40)					Qualitative job insecurity (42)		
Self-reflection (16)					Conducive work environment (48)		
Self-learning (16)							
Relatability (2)							
Technology empowerment(2)							
Developing psychological Capital (12, 44)							
Workforce competencies (27)							
Career competencies (34, 41)							
Creativity (44)							
Expertise renewal (31)							
Social capital (16, 30)							
Soft skills (15)							

Proactivity

Reactivity

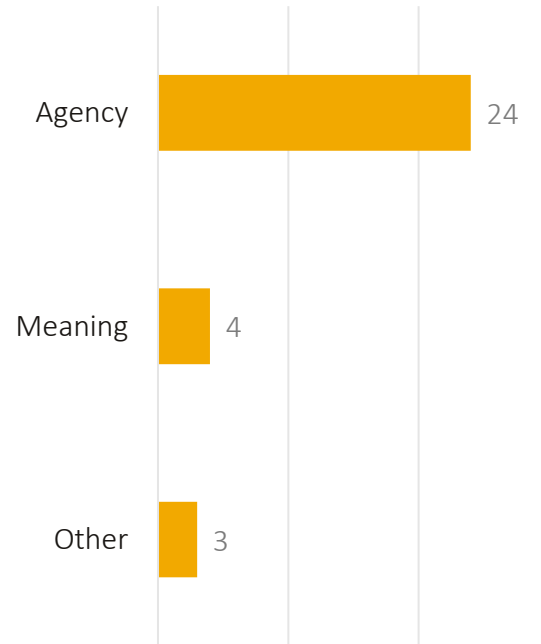
Competencies



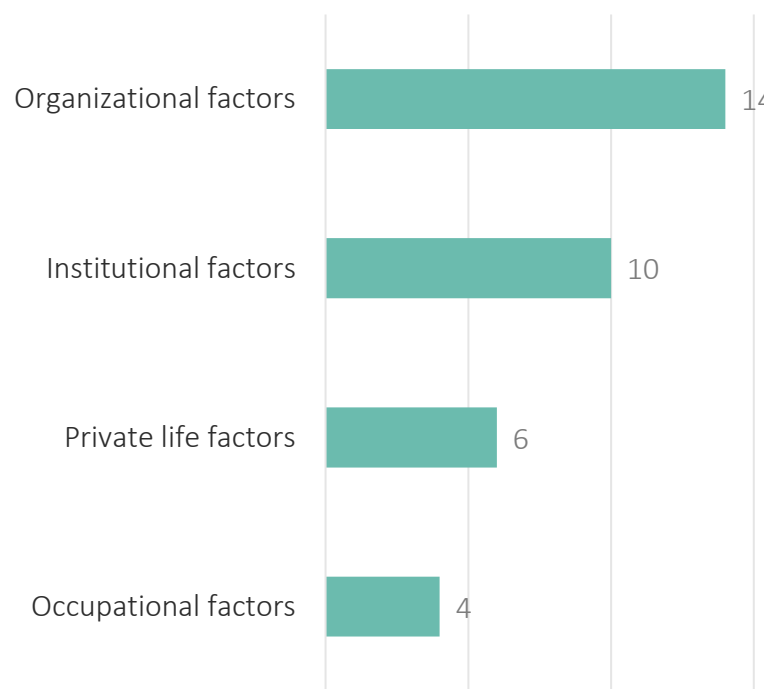


Result - Antecedents

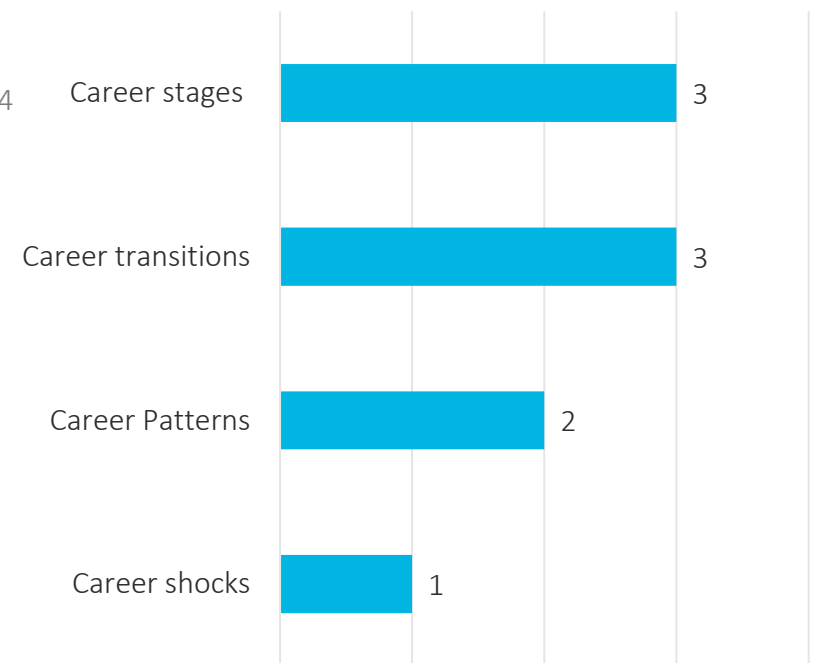
of Person-related factors 31



of Context-related factors 34



of Time-related factors 4





Result - Antecedents

Interesting findings:

- ▶ 1) Person dimension
 - ▶ Proactive and reactive career behaviors appear essential
 - ▶ Evidence in terms of meaning remains limited
 - ▶ Two additional elements: personal traits and sociodemographic characteristics
- ▶ 2) Context dimension
 - ▶ Job-related factors are neglected, job design, role clarity, and task variety
 - ▶ International career context is missing in both of the framework and empirical studies
- ▶ 3) Time dimension has been relatively rarely studied



Result - Theories

Table 3 Theoretical approaches used in studies of sustainable careers

Theoretical Approaches	Articles
Sustainable Career framework (De Vos et al., 2020)	9, 10, 11, 13, 15, 19, 44, 45, 47, 48, 49
Conservation of Resources (COR) Theory (Hobfoll, 1989)	12, 14, 17, 18, 20, 21, 22, 28, 42
Carrer Construction theory (Savickas, 2005)	8, 34, 38, 41
Career Ecosystem Theory (Baruch, Y., 2015)	2, 32
Career Self-Management (Lent & Brown, 2013)	10, 43
Job Demands-Resources Model (Bakker & Demerouti, 2017)	14, 25
Person-environment fit theory	14, 35
Others	3, 4, 15, 23, 24, 26, 30, 33, 36, 39, 42, 43, 46, 50
No clear theoretical approach indicated	1, 5, 6, 7, 16, 27, 29, 31, 37, 40

Interesting findings:

- ▶ 1) Dominant theories used: COR theory, career construction theory
- ▶ 2) Some studies examined the phenomenon of sustainable careers without stating a clear theoretical grounding

Discussions and recommendations

Key observations and recommendations:

- a systemic approach that included all three indicators
- interactions between indicators
- Expand the framework by including person-related categories
- More attentions needed on job-related factors
- Promising theoretical angles for future research: career ecosystem theory, person-environment fit, embeddedness theory



Time dimension:

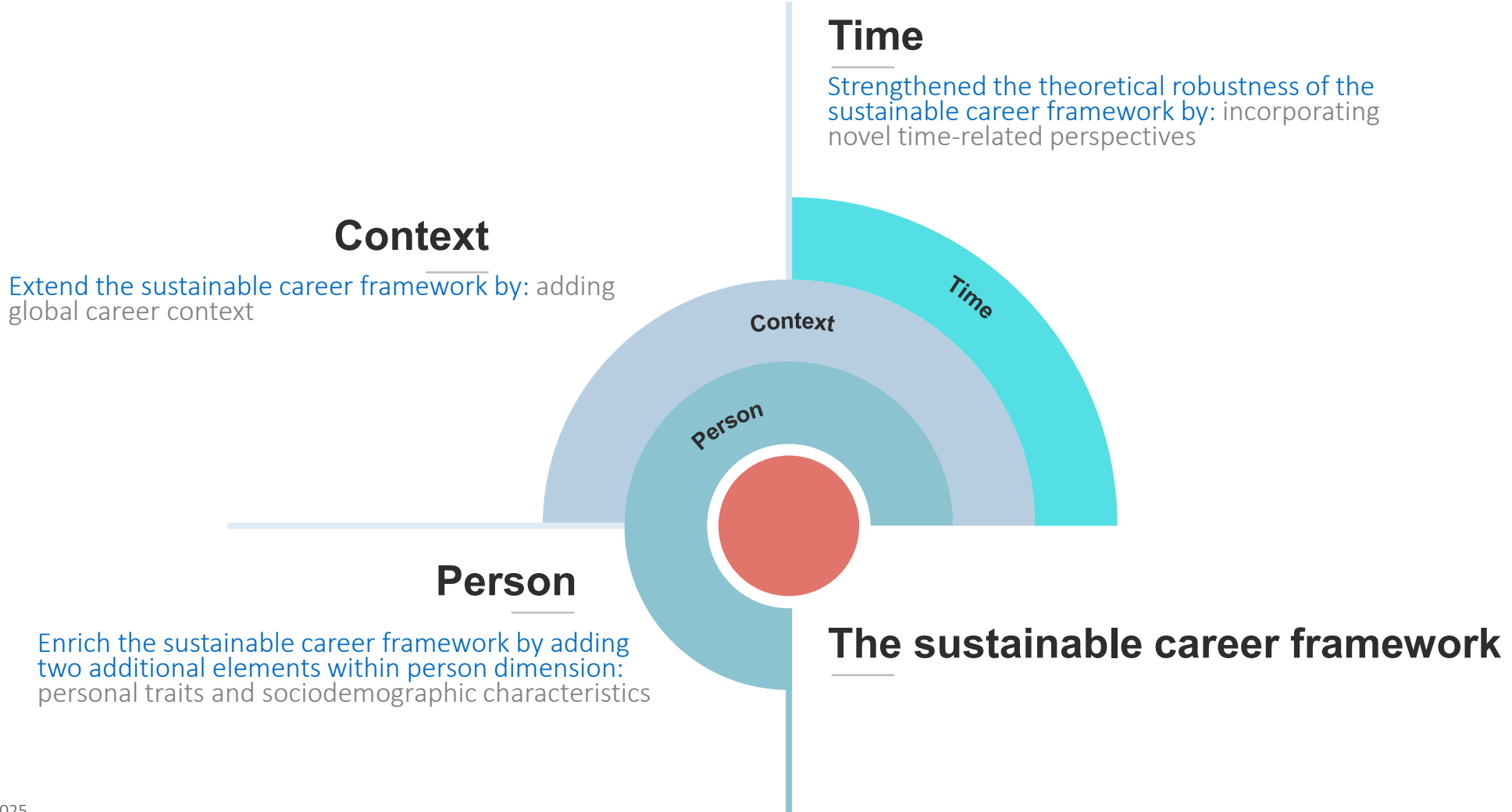
- The limited research on time perspective
- The need for a time-sensitive approach
- Propose to apply chronological and historical perspectives across the four different conceptualizations of time—clock time, event time, stages of time, and cyclical time (Amdam & Benito, 2022)

Context dimension:

- The neglected global career context
- The specific characteristics of global work the high-density (H-D) (Kraimer et al., 2022; Shaffer et al., 2012)
- Types of expatriates
- The cycle of expatriation



Contribution





Comments?!

