Views on career success across the globe
First steps towards a ‘World Map Of Career Success’

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Why do we need a ‘World Map of Career Success’?

• Definitions of career success often limited to a few basic dimensions, such as ‘objective’ vs. ‘subjective’ success

• Multi-layered richness and diversity of views on career success has not been fully captured

• Focus of previous research on career success predominantly in WEIRD (Western, educated, industrialized, democratic) countries

• Career context matters (e.g., Mayrhofer, Meyer, & Steyrer, 2007; Young, Valach, & Collin, 2002), but importance of career success facets have hardly ever been contextualized on a macro-level
Selected dimensions of career success

Briscoe et al., 2014
Selected dimensions of career success

Briscoe et al., 2014

'hard' 'inward'

'soft' 'outward'
Selected macro factors

• Income inequality
  o Effects on importance of financial achievement and positive impact
  o Measured through Gini coefficient, post-transfer
    – most commonly used measure of inequality (1 = maximum, 0 = minimum)
    – intended to represent the income distribution of a nation's residents (after taxes and monetary transfers)

• National culture
  o Performance Orientation
  o Institutional Collectivism
  o Measures taken from GLOBE
Sample

• 18 Countries used in this analysis
• Geographical spread
  o Americas: Argentina, Mexico
  o Asia: India, Japan, Pakistan, Korea
  o Europe: Austria, Belgium, Germany, Greece, Finland, Italy, Norway, Portugal, Russia, Serbia, Slovenia, Switzerland,
Method

• The 2 subjective career success dimensions are based on a new culturally-robust scale of subjective career success (cf. Briscoe, Kaše et al., 2014, in preparation) featuring two aspects of career success meanings: importance and achievement

• Mean country scores for Financial Achievement and Positive Impact were calculated with a new version of multiple-group factor analysis for multi-country studies: Alignment in MPLUS (Muthen & Aparouhov, 2014)

• The (factor) scores are net of measurement error and based on a scale for which measurement invariance (configural model) was established across 20 participating countries (n=13,292 for FA; n=13,335 for PI)

• The relationship between selected macro factors and career success dimensions were established with simple regression and correlation models and plotted
National Culture: Collectivism – Positive Impact

- Correlation is negative, medium \( r = 0.353 \) but not significant.
- The importance of positive impact as a subjective career meaning is generally negatively related to institutional collectivism.
- In countries with stronger institutional collectivism, positive impact is less important aspect of subjective career success.
• Correlation is negative, medium \((r = 0.372)\) but not significant.
• The importance of financial achievement as a subjective career meaning is generally negatively related to performance orientation.
• In countries with stronger performance orientation, financial achievement is less important aspect of subjective career success.
Income Inequality – Positive Impact

- Correlation is weak and not significant ($r = 0.265$).
- The importance of positive impact as a subjective career meaning does not seem to be related to income inequality.
Income Inequality – Financial Achievement

- Correlation is positive, relatively strong and significant \( r = 0.578^* \).
- The importance of financial achievement as a subjective career meaning is generally positively related to income inequality, although at a slightly decreasing rate.
- In countries with stronger income inequality financial achievement is a more important aspect of subjective career success.
So what? Major questions arising

• How do different countries look like in terms of their relative importance of the dimensions of career success?

• Which dimensions of career success are sensitive to macro-factor variations, which dimensions are invariant?
  o Variation: e.g. financial achievement, importance of learning
  o Little/no variation: e.g. relating to others, financial security

• Which macro-factors have the strongest effect in terms of varying importance of the career success dimensions?

• Telescope effect: What do we see when zooming in/out?
  o Within vs. between variation in terms of culture clusters – DACH-region
  o Effects of religious diversity on financial achievement, positive impact

• Speaks to the discussion about effects of globalisation and the issue of convergence/divergence
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