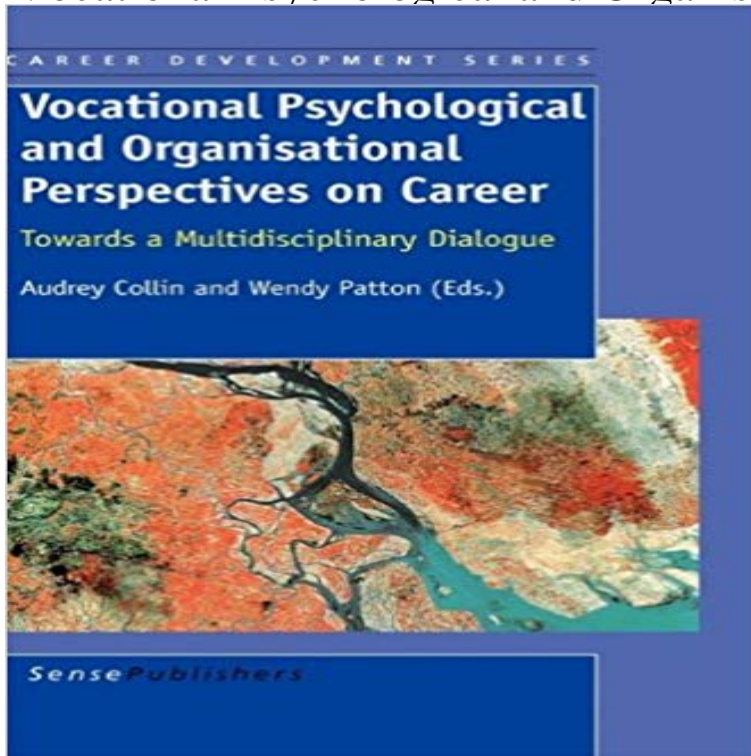


Vocational Psychological and Organisational Perspectives on Career



It has long been lamented that, although several disciplines contribute to career scholarship, they work in isolation from one another, thus denying career theory, research, and practice the benefits that multidisciplinary collaboration would bring. This constitutes a lost opportunity at a time when new understandings and approaches are needed in order to respond effectively to global changes in society and work. This book takes a major step towards remedying this situation by bringing together two key perspectives on career, the vocational psychological and the organisational (interpreted broadly to include organisation behaviour and human resource management). Written by international experts, the book opens by identifying some of the tributaries that flow into the great delta of careers scholarship, and noting the need to link what are at present separate islands of scholarship. It is structured to allow comparison between the ways in which the two perspectives address career development and career management theory, research and interventions. It concludes by pointing to the possibilities for dialogue, and even collaboration, between these perspectives, and suggesting ways in which these could be brought about. The book will be essential reading for career scholars because, with its potential to stimulate new thinking and developments in theory and research and also, importantly, in practice (with beneficial spin-offs for policy-makers), this dialogue could open a new phase in career scholarship. With its overviews of the history, theory, research and practice of both perspectives, the book will also be a valuable resource for students of both perspectives.

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