

# Work values and career orientations: Communalities and impact on career paths

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**"This thesis will provide a new career values measure relevant and appropriate to the actual work environment and subjective perspective of careers. And also as a useful tool for research and practice issues."**

## Introduction

### BACKGROUND AND PROBLEMATIC

- Recent evidence suggests that change in the global, economical market have changed the way individuals define and enact careers. Some studies show the importance of idiosyncratic elements such as values and needs to guide careers rather than objectives benchmark such as status and income. In such trends, individual increasingly rely on their own values and orientations to direct their careers, define personally meaningful work, career success and satisfaction according to subjective criteria. Although work values and career orientations are gaining importance in the literature, it is not yet clear about the distinction between the two concepts. Do they represent the same construct, albeit with a different name? How are they related? What are the underlying dimensions, communalities, and differences ?

### AIM

- The purpose of this thesis is to systematically reviews knowledge on work values and career orientations in order to provide a clear understanding on how each concept is defined, conceptualized, and measured and how they are together theoretically related, distinct and structured. Therefore we will be able to develop and validate a measure that frames both concepts in a dimensional structure and empirically address the impact of this measure on career development and paths in terms of career satisfaction, job satisfaction, and work engagement.

### DEFINITION

- Work values can be defined as specific expressions of general values in the work setting (Ros et al., 1999).

### QUESTION

- How can we integrate concepts of work values and career orientations into a comprehensive framework?

- They offer a basis for attributing worth to work-related situations and objects (Brown & Crace, 1996)

### DEFINITION

- Career orientations can be defined as relatively stable career preferences (Rodrigues et al., 2013).

- They are viewed as career-related values and/or attitudes that influence career-related decisions (Aryee & Leong, 1991; Gerber et al., 2009).

## Career orientations

- Service/dedication to a cause
- Values-driven careers
- Mobility preference
- Managerial Competence
- Life-Style
- Self-directed careers

### Types of career orientations



### Measures of career orientations used

- Career Orientation Inventory (Igbaria & Baroudi, 1992; 7 orientations, 41 items)
- Protean Career Attitude Scale (Briscoe et al., 2005; 2 orientations, 14 items)
- Boundaryless Career Attitudes Scale (Briscoe et al., 2005; 2 orientations, 13 items)

## Work values

- Comfort
- Status
- Achievement
- Autonomy
- Income
- Security
- Supervision
- Co-workers

### Measures of work values used

- Minnesota Importance Questionnaire (Round et al., 1981; 7 work values, 21 items)
- Manhardt's Work Values Inventory (Manhardt, 1972; 3 work values, 25 items)
- Super's Work Values Inventory (Super, 1973; 15 work values, 45 items)

### PARTICIPANTS

- Participants will consist of convenience samples of students ( $N > 300$ ) and workers ( $N > 300$ ) from different areas of study and occupations in the French-speaking region of Switzerland. They will be asked to complete online questionnaires and provided incentives for participation.

### STUDIES

- Study 1 (2014-2015):**  
This study will consist of the review of the literature in order to provide a clear understanding on how work values and career orientations are defined, conceptualized, and measured and how they are theoretically related but also distinct. It will then open avenues for empirical examinations.
- Study 2 (2015):**  
This study aims to develop and validate a measure that captures both concepts using the multidimensional scaling technique.
- Study 3 (2015-2016):**  
This study will use a longitudinal design (2 time-points measurement) to address theoretical issues regarding the impact of work values and career orientations on career development and path.

### MAIN ANALYSIS

- Multidimensional Scaling Analysis (MDS, Study 2)
- Structural Equation Modeling (SEM, Study 3)

## Method