Overview of Tables ............................................................................................................... viii
Overview of Figures .............................................................................................................. ix

Chapter 1. INTRODUCTION ................................................................................................. 11
  The Boundaryless career ..................................................................................................... 13
  Intelligent career and intelligent enterprise ....................................................................... 15
  Research rationale .............................................................................................................. 16
  Overview of chapters .......................................................................................................... 19
  Presentations and publications ............................................................................................ 22

Chapter 2. THE LINK BETWEEN CAREER CAPITAL DEVELOPMENT AND
EMPLOYEES’ CONTRIBUTIONS TO ORGANIZATIONS: AN EMPIRICAL
STUDY OF DRIVERS AND CONSEQUENCES ...................................................................... 25
  Introduction ........................................................................................................................ 26
  The development of career capital ...................................................................................... 30
  Career capital and contributions to organizational core competencies .............................. 33
  Antecedents of career capital development ........................................................................... 36
  Method .................................................................................................................................. 43
  Results ................................................................................................................................... 50
  Discussion ............................................................................................................................. 59

Chapter 3. EMPLOYABLE AND SATISFIED: ORGANIZATIONAL
CONSEQUENCES OF EMPLOYEES’ CAREER CAPITAL DEVELOPMENT ...................... 69
  Introduction ........................................................................................................................ 70
  The link between employees’ career development and organizational core competencies .... 74
  Knowing-why and employees’ contributions to organizational culture ............................... 75
  Knowing-how and employees’ contributions to organizational capabilities ........................ 76
  Knowing-whom and employees’ contributions to organizational connections ...................... 77
  The role of career satisfaction in employees’ contributions to their organizations ............... 78
  Methods .................................................................................................................................. 80
  Results .................................................................................................................................... 85
  Discussion .............................................................................................................................. 93

Chapter 4. ON THE RELATIONSHIP BETWEEN CAREER SELF-MANAGEMENT
AND CAREER OUTCOMES: DO CAREER CHOICES MATTER? ........................................ 101
  Introduction ........................................................................................................................ 102
  Career capital development and career outcomes ............................................................... 105
  Shaping career capital over time ........................................................................................ 108
  Organizational career management: Career choices and the relationship between career
capital development and career outcomes ............................................................................ 111
Overview of Tables

Table 1.1 Overview of chapters and concepts ................................................................. 20
Table 1.2 Output of dissertation ......................................................................................... 23
Table 2.1 Demographic characteristics of Police and Municipality .................................. 45
Table 2.2 Descriptive statistics and correlations for Police and Municipality ..................... 49
Table 2.3 Results of regression analysis for direct relationships between career capital and contributions to core competencies .......................................................... 53
Table 2.4 Results of regression analysis for direct relationships between personality, career support and career capital ................................................................. 54
Table 2.5 OLS regression analysis of effects on contribution to organizational culture .......... 56
Table 2.6 OLS regression analysis of effects on contribution to organizational capabilities .... 57
Table 2.7 OLS regression analysis of effect on contribution to organizational connections .... 58
Table 3.1 Demographic characteristics University graduates .............................................. 82
Table 3.2 Descriptive and correlations University graduates .............................................. 87
Table 3.3 Results of OLS regression analysis for direct relationships ............................... 88
Table 3.4 Results of OLS regression analysis for moderation effects ............................... 90
Table 4.1 Response rate at each wave ............................................................................... 115
Table 4.2 Reliability scores of Three Ways of Knowing across 3 waves ............................ 116
Table 4.3 Demographic characteristics across MCC groups .............................................. 120
Table 4.4 Correlations and descriptive statistics for MCC ................................................ 122
Table 4.5 Fit indices for different nested models for Satisfaction ................................. 124
Table 4.6 Fit indices for different nested models for Commitment ................................. 124
Table 4.7 Fit indices for different nested models for Salary ............................................ 124
Table 4.8 Fit Indices for $\chi^2$ differences tests using multi-group analysis for Satisfaction ... 128
Table 4.9 Fit indices for $\chi^2$ differences tests using multi-group analysis for Commitment ... 128
Table 4.10 Fit indices for $\chi^2$ differences tests using multi-group analysis for Salary .......... 128
Table 5.1 Overview of volunteering projects .................................................................... 152
Table 6.1 Overview of main contributions per chapter .................................................... 179
Overview of Figures

Figure 2.1 Conceptual model .................................................................................................................. 29

Figure 3.1 Moderation effects of knowing-why on contributions to organizational culture by career satisfaction ................................................................................................................. 91

Figure 3.2 Moderation effects of knowing-how on contributions to organizational capabilities by career satisfaction .................................................................................................................. 92

Figure 3.4 Moderation effects of knowing-whom on contributions to organizational connections by career satisfaction .................................................................................................................. 92

Figure 4.1 Overview of study's concepts ............................................................................................... 105

Figure 4.2 Research model ................................................................................................................... 110

Figure 4.3 Best fitting reciprocal causal model without MCC .................................................................. 125

Figure 4.4 Differences between the MCC career profiles ...................................................................... 130

Figure 5.1 Overview of data analysis process: Career capital development ........................................ 154

Figure 5.2 Overview of data analysis process: Contributions to organization's core competencies... 155