# Table of Contents

List of Tables \hspace{1cm} xi
List of Figures \hspace{1cm} xiii

**Chapter I. Introduction** \hspace{1cm} 1
1.1. Conceptual Background \hspace{1cm} 4
1.2. The Main Focus of the Research: Key Themes \hspace{1cm} 7
1.2.1. The Meaning of Career and Individual Career-Related Outcomes \hspace{1cm} 8
1.2.2. The Meaning of Career and Innovation in Organizations \hspace{1cm} 9
1.2.3. The Meaning of Career and Individuals Coping with Contextual Uncertainty \hspace{1cm} 11
1.3. Thesis Outline and Research Approach \hspace{1cm} 12
1.4. Thesis Research Output \hspace{1cm} 15

**Chapter II. Change-Supportive Employee Behavior: A Career Identity Explanation** \hspace{1cm} 19
2.1. Introduction \hspace{1cm} 20
2.2. Theoretical Background \hspace{1cm} 22
2.2.1. Career Identity and Protean Careers \hspace{1cm} 22
2.2.2. Sensemaking, Career Identity and Change-Supportive Behavior \hspace{1cm} 24
2.3. Research Method \hspace{1cm} 25
2.3.1. Research Context \hspace{1cm} 26
2.3.2. Data Collection \hspace{1cm} 27
2.3.3. Data Analysis \hspace{1cm} 29
2.4. Findings \hspace{1cm} 30
2.4.1. Change-Supportive Employee Behavior and Change-Inactive Employee Behavior \hspace{1cm} 31
2.4.2. Career Identity Informing Employees’ Change-Supportive Behavior \hspace{1cm} 38
2.4.3. Toward a Career Identity Model of Employees’ Change-Supportive Behavior \hspace{1cm} 50
2.5. Discussion \hspace{1cm} 55
2.5.1. Limitations and Suggestions for Future Research \hspace{1cm} 58
2.5.2. Practical Implications \hspace{1cm} 59
Chapter V. The Role of the Spouse in Managers Family-Related Career Sensemaking

5.1. Introduction 154
5.2. Family-Related Career Sensemaking 157
5.3. Methods 160
5.3.1. Context and Sample 160
5.3.2. Data 166
5.3.3. Data Analysis 166
5.4. Findings 168
5.4.1. Family-Related Career Sensemaking 169
5.4.2. Family-Career Salience and Parent Role Identification 173
5.4.3. The Role of Spouses in Managers’ Careers 175
5.5. Discussion 179
5.5.1. Limitations and Implications for Future Research 182
5.5.2. Practical Implications 183

Chapter VI. Discussion

6.1. Introduction 185
6.2. Summary of Main Findings per Key Theme 185
6.2.1. The Meaning of Career and Individual Career-Related Outcomes 188
6.2.2. The Meaning of Career and Innovation in Organizations 190
6.2.3. The Meaning of Career and Individuals Coping with Contextual Uncertainty
6.3. Theoretical Implications and Related Future Research Directions
   6.3.1. Outcomes of the Contemporary Career: It is Time to Look at the In-Depth Meanings That Individuals Ascribe to Their Careers
   6.3.2. Pursuing One’s Calling: Does It Benefit Individuals, Organizations or Both?
   6.3.3. From the Understanding of an Individual Toward the Understanding of Change and Innovation in Organizations
   6.3.4. Understanding the Meaning of Career in Diverse Contexts
6.4. Practical Implications
6.5. Limitations and Related Suggestions for Future Research
6.6. Concluding remarks

References
Appendices
Summary
Acknowledgements