

REFERENCES

Arnold, J. (1997), *Managing Careers into the 21st Century*, Paul Chapman Publishing.

Arnold, J., Mackenzie Davey, K. (1999), Graduate Work Experiences as Predictors of Organizational Commitment: What Experiences Really Matter? *Applied Psychology: An International Review*, 48,211-38.

Arthur, M. B., Hall, T., & Lawrence, B. S. (1989). *Handbook of Career Theory* . New York: Cambridge University Press.

Arthur, M.B., Inkson, K., Pringle, J.K. (1999), *The New Careers: Individual Action and Economic Change*, Sage Publications, London.

Arthur, M.B., Khapova, S.N., Wilderom, C.P.M. (2005), Career Success in a Boundaryless Career World, *Journal of Organizational Behavior*, 26 ,177-202

Arthur, M.B. and Rousseau, D.M. (1996), *The Boundaryless Career: A New Employment Principle for a New Organizational Era*, Oxford University Press, New York, NY.

Arulmani,G. (2004) , *Career Counseling – A Handbook* , Tata- McGraw Hill.

Baird, L. & Kram, K.E. (1983), Career Dynamics: Managing the Superior-Subordinate Relationship. *Organizational Dynamics*, 11, 46-64.

Quarter Life Crisis - Effect of Career Self Efficacy and Career Anchors on Career Satisfaction

Bandura, A. (1986), *Social Foundations of Thought and Action: A Social Cognitive Theory*. Prentice-Hall: Englewood Cliffs, NJ.

Bandura, A., & Cervone, D. (1983). Self-Evaluative and Self-Efficacy Mechanisms Governing the Motivational Effects of Goal Systems. *Journal of Personality and Social Psychology*, 45, 1017-1028.

Bandura, A. Wood R. (1989). Effect of Perceived Controllability and Performance Standards on Self-Regulation of Complex Decision Making. *Journal of Personality and Social Psychology*, 56, 805-814.

Baroudi, J.J. The Impact of Role Variables on IS Personnel Work Attitudes and Intentions, *MIS Quarterly* 9, 341 -356.

Baroudi, J.J. and Igbaria, M. (1995), An Examination of Gender Effects on Success of Information Systems Employees, *Journal of Management Information Systems*, 11(3), 181-201.

Barth, T.J. (1993), Career Anchor Theory, *Review of Public Personnel Administration*, 13 (4), 27-42.

Baruch, Y. (1999), Integrated Career Systems for the 2000's, *International Journal of Manpower*, 20 (7), 432-439

Baruch, Y. (1999), Response Rate in Academic Studies: A Comparative Analysis, *Human Relations*, 52 (4), 421-38.

Baruch, Y. (2003), Transforming Careers: From Linear to Multidirectional Career Paths, *Career Development International*, 9 (1), 58-73.

Baruch, Y. (2004), *Managing Careers. Theory and Practice*, Prentice-Hall, Harlow.

Baruch, Y. and Peiperl, M.A. (2000), Career Management Practices: an Empirical Survey and Theoretical Implications, *Human Resource Management*, 39 (4), 347-66.

Baruch, Y. and Rosenstein, E. (1992), Career Planning and Managing in High Tech Organizations, *International Journal of Human Resource Management*, 3 (3), 477-96.

Beck, J. and La Lopa, J.M. (2001), An Exploratory Application of Schein's Career Anchors Inventory to Hotel Executive Operating Committee Members, *International Journal of Hospitality Management*, 20 (1), 15-28.

Betz, N. E. (1978). Prevalence, Distribution and Correlates of Math Anxiety in College Students. *Journal of Counseling Psychology*, 25, 441-448.

Betz, N. E. (1994). Self-Concept Theory in Career Development and Counseling. *The Career Development Quarterly*, 43, 32-42.

Betz, N. E. (2000). Self-Efficacy Theory as a Basis for Career Assessment. *Journal of Career Assessment*, 8, 205-222.

Betz, N., & Borgen, R. (2000). The Future of Career Assessment: Integrating Vocational Interests with Self-Efficacy and Personal Styles. *Journal of Career Assessment*, 8, 329-338.

Betz, N. E., Borgen, F., Rottinghaus, P., Paulsen, A., Halper, C., & Harmon, L. (2003). Measuring Confidence for Basic Domains of Vocational Activity: The Expanded Skills Confidence Inventory. *Journal of Vocational Behavior*, 62, 76-100

Betz, N. E., & Hackett, G. (1981). The Relationship of Career-Related Self-Efficacy Expectation to Perceived Career Options in College Women and Men. *Journal of Counseling Psychology*, 28, 399-410.

Betz, N. E., & Hackett, G. (1983). The Relationship of Mathematics Self-Efficacy Expectations to the Selection of Science-based College Majors. *Journal of Vocational Behavior*, 23, 329-345.

Betz, N. E., & Hackett, G. (1997). Applications of Self-Efficacy Theory to the Career Assessment of Women. *Journal of Career Assessment*, 5, 383-402.

Betz, N. E., & Klein, K. (1996). Relationships among Measures of Career Self-Efficacy, Generalized Self-Efficacy and Global Self-Esteem. *Journal of Career Assessment*, 4, 285-298.

Betz, N. E., Klein, K., & Taylor, K. (1996). Evaluation of a short form of the Career Decision Self-Efficacy Scale. *Journal of Career Assessment*, 4, 47-57.

Betz, N. E., & Luzzo, D. (1996). Career Assessment and the Career Decision Self-Efficacy Scale. *Journal of Career Assessment*, 4, 313-328.

Betz, N. E., & Schifano, R. (2000). Increasing Realistic Self-Efficacy and Interests in College Women. *Journal of Vocational Behavior*, 56, 35-52.

Betz, N. E., & Serling, D. (1993). Criterion-Related and Construct Validity of Fear of Commitment. *Journal of Career Assessment*, 1, 21-34.

Betz, N. E. & Vuyten, K. (1997). Efficacy and Outcome Expectations Influence Career Exploration and Decidedness. *The Career Development Quarterly*, 46, 179-189.

Blustein, D. L. (2001). Extending the Reach of Vocational Psychology: Toward an Inclusive and Integrative Psychology of Working. *Journal of Vocational Behavior*, 59, 171-182.

Blustein, D. L., McWhirter, E. H., & Perry, J. C. (2005). An Emancipatory Communitarian approach to Vocational Development Theory, Research, and Practice. *The Counseling Psychologist*, 33, 141-179.

Blustein, D. L., Prezioso, M. S., & Schultheiss, D. P. (1995). Attachment Theory and Career Development: Current Status and Future Directions. *The Counseling Psychologist*, 23, 416-132.

Borgen, F. H. (2005). Advancing Social Justice in Vocational Theory, Research and Practice. *The Counseling Psychologist*, 33, 197-206.

Bridges, W. (1994), *JobShift : How to Prosper in a Workplace Without Jobs*, Addison-Wesley,

Briscoe, J.P., Hall, D.T. and Frautschy DeMuth, R.L. (2006), Protean and Boundaryless Careers: an Empirical Exploration, *Journal of Vocational Behavior*, 69 (1), 30-47.

Brockner, J. (1992), Managing the Effects of Layoffs on Survivors, *California Management Review*, 34 (2) , 9-28.

Brockner, J., Greenberg, J., Brockner, A., Bortz, J., Davy, J. and Carter, C. (1986a), Layoffs, Equity Theory and Work Performance: further evidence of the impact of survivor guilt, *Academy of Management Journal*, 29 (2), 373-84.

Brockner, J., Grover, S.L., Reed, T.F. and Dewitt, R.L. (1986b), Layoffs, Job Insecurity, and Survivors' Work Effort: evidence of an inverted-u relationship, *Academy of Management Journal*, 29 (2), 413-25.

Brockner, J., Wiesenfeld, B.M. and Martin, C. (1995), Decision Frame, Procedural Justice, and Survivors Reactions to Job Layoffs, *Organizational Behavior and Human Decisions Processes*, 63 (1), 59-68.

Budhwar, P. (2000), Indian and British Personnel Specialists' Understanding of the Dynamics of their Function: An Empirical Study, *International Business Review*, 9 (6), 727-53.

Budhwar, P. (2001), Doing Business in India, *Thunderbird International Business Review*, 43 (4), 549-68.

Budhwar, P. and Debrah, Y. (2001), Rethinking Comparative and Cross National Human Resource Management Research, *The International Journal of Human Resource Management*, 12, 497-515.

Budhwar, P. and Fadzil, K. (2000), Globalisation, Economic Crisis and Employment Practices: Lessons from a large Malaysian Islamic institution, *Asia Pacific Business Review*, 7 (1), 171-98.

Budhwar, P. and Khatri, N. (2001), Comparative Human Resource Management in Britain and India: an empirical study, *International Journal of Human Resource Management*, 13 (5), 800-26.

Budhwar, P. and Sparrow, P. (1998), Factors Determining Cross-National Human resource Management Practices: A Study of India and Britain, *Management International Review*, 38 (2), 105-21.

Burke, RJ (1983) Career Orientations of Type A Individuals, *Psychological Reports*, 53, 979-989.

Burke, R. J.(1997), Women Directors: Selection, Acceptance and Benefits of Board Membership, *Corporate Governance*, 5 (3),118-35.

Burke, R. J. (2001). Workaholism Components, Job Satisfaction and Career Progress. *Journal of Applied Psychology*, 31, 2339-2356.

Burke, R.J. (2001), Managerial Women's Career Experiences, Satisfaction and Wellbeing: A Five-Country Study. *Cross-Cultural Management*, 8 No. 3/4, 117-33.

Burke, R.J. (2001), Organizational Values, Work Experiences and Satisfaction among Managerial and Professional Women, *Journal of Management Development*, 20 (4), 346-54.

Burke, R.J., McKeen, C.A. (1990), Mentoring in Organizations: Implications for Women, *Journal of Business Ethics*, 9 (4/5), 317-32.

Burke, R.J., McKeen, C.A. (1994), Effects of Employment gaps on Satisfaction and Career prospects of Managerial and Professional Women, *The International Journal of Career Management*, 6 (4), 22-8.

Burke, R.J., McKeen, C.A. (1995), Work Experiences, Career Development, and Career Success of Managerial and Professional Women, *Journal of Social Behavior and Personality*, 10 (6), 81-96.

Burke, R., McKeen, C. (1996), Do Women at the Top make a Difference? Gender Proportion and the Experience of Managerial Men and Women", *Human Relations*, 49,1093-104.

Burke, R.J., McKeen, C.A. (1997), Not every Managerial Woman who makes it has a Mentor, *Women in Management Review*, 12 (4), 136-9.

Byars, A., & Hackett, G. (1998). Applications of Social Cognitive Theory to the Career Development of Women of Color. *Applied and Preventive Psychology*, 7, 255-267.

Chay, Y.W., Aryee, S., Chew, I. (1995), Career Plateauing: Reactions and Moderators among Managerial and Professional Employees, *International Journal of Human Resource Management*, 6 (1), 61-78.

Creed, P. A. & Patton, W. (2003). Predicting Two Components of Career Maturity in School based Adolescents. *Journal of career Development*, 29(4), 277-290.

Creed, P. A., Patton, W., & Watson, M. (2002). Cross-Cultural equivalence of the Career Decision-making Self-Efficacy scale Short Form: An Australian and South African comparison. *Journal of Career Assessment*, 10(3), 327-342.

Creed, P. A., Prideaux, L., & Patton, W. (2005). Antecedents and Consequences of Career Decisional states in Adolescence. *Journal of Vocational Behavior*, 67, 397-412.

Crook, E. P., Heppner, M., & O'Brien, C. (1991). Ecological Approaches to Career Counseling and Intervention. *Journal of Multicultural Counseling and Development*.125-135.

Crook, C.W., Crepeau, R.G. and McMurtrey, M.E. (1991) Utilization of the Career Anchor/ Career Orientation constructs for Management of IS professionals. *Computer Personnel*, 13(2), 12-23.

Crepeau, R. G., Crook, C. W., Goslar, M. D., & McMurtrey, M. E. (1992). Career Anchors of Information Systems Personnel. *Journal of Management Information Systems*, 9 (120-127).

Derr, B. (1980), *More about Career Anchors, Work, Family and the Career*, Praeger, New York, NY, 66-88.

Derr, C.B. (1986), *Managing the New Careerists*, Jossey Bass, San Francisco, CA.

DeLong, TJ (1982), Reexamining the Career Anchor Model , *Personnel Psychology* , 59(3), 50-61.T

E. L. Herr (Ed.), *Vocational Guidance and Human Development*. Washington, DC: Houghton Mifflin.

Erickson, E.H. (1968), *Identity: Youth and Crises*, Norton, New York, NY.

Erikson, E. (1959). *Identity and the Life Cycle*. New York: International University Press.

Erdogan, B. and Bauer, T.N. (2005), Enhancing the Career Benefits of Proactive Personality: The Role of Fit with Jobs and Organizations, *Personnel Psychology*, 58, (859-91).

Feldman, DC (1988), *Managing Careers and Organizations*, Glenview, ILL: Scott Foresman.

Feldman, D.C. and Bolino, M.C. (1996), Careers within Careers: Reconceptualizing the Nature of Career Anchors and their Consequences, *Human*

Resource Management Review, 6 (2) 89-112.

Feldman, D.C. and Bolino, M.C. (2000), Career Patterns of the Self-Employed: Career Motivations and Career Outcomes, *Journal of Small Business Management*, 38 (3), 53-68

Fouad, N. A. (1994b). Career assessment with Latinos/Hispanics. *Journal of Career Assessment*, 2, 226-239

Fouad, N. A., & Byars-Winston, A. M. (2005). Cultural Context of Career Choice: Meta-Analysis of Race/Ethnicity Differences. *The Career Development Quarterly*, 53, 223-233.

Gattiker, U.E., Larwood, L. (1988), Predictors for Managers Career Mobility, Success and Satisfaction, *Human Relations*, 41, 569-91.

Ginzberg, M.J., and Baroudi, J.J. (1988) MIS Careers - A Theoretical Perspective. *Communications of the ACM*, 31 (5) 586-594

Ginzberg, M.J. and Baroudi (1988), J.J. MIS Careers - A Theoretical Perspective, *Communications of the ACM*, SIGCPR Conference, Cincinnati, Ohio 586-594.

Ginzberg, M. and Baroudi, J.J. (1992) Career Orientations of I.S. Personnel, *Proceedings of the 1992 ACM SIGCPR Conference*, Cincinnati, Ohio, 41-55.

Ginzberg, E., Ginsburg, S., Axelrad, S., & Herma, J. (1951). *Occupational Choice: An Approach to a General Theory*. New York: Columbia University Press.

Gottfredson, G. D. (1994). Some Biographical Correlates of Career Recognition

among School Principals. *Journal of Career Assessment*, 2, 179-189.

Gottfredson, L. S. (1996). *Gottfredson's Theory of Circumscription and Compromise*. Career Choice and Development. 179-228. San Francisco: Jossey-Bass.

Gottfredson, G. D. (2001). Fostering the Scientific Practice of Vocational Psychology. *Journal of Vocational Behavior*, 59, 191-202.

Gottfredson, G. D., & Daiger, D. C. (198). Using a Classification of Occupations to describe Age, Sex, and Time Differences in Employment Patterns. *Journal of Vocational Behavior*, 10,121-138.

Gottfredson, G. D., & Holland, J. L. (1981). *Dictionary of Holland occupational codes* Odessa, FL: Psychological Assessment Resources.

Gottfredson, G. D-, Holland, J. L., & Gottfredson, L. S. (1976). The Relation of Vocational Aspirations and Assessments to Employment Reality. *Journal of Vocational Behavior*, 7, 135-148.

Gottfredson, G. D., Jones. E. M. & Holland, J. L. (1993). Personality and Vocational Interests: The relation of Holland's Six Interest Dimensions to Five Robust Dimensions of Personality. *Journal of Counseling Psychology*, 40, 518-524.

Gould, S. (1979), Characteristics of Career Planners in Upwardly Mobile Occupations, *Academy of Management Journal*, 22 ,539-50.

Gould, S., Penley, L.E. (1984), Career Strategies and Salary Progression: A Study of their Relationships in a Municipal Bureaucracy, *Organizational Behavior and Human Performance*, 34 ,244-65.

Greenhaus, J.H., Callanan, G.A., Kaplan, E. (1995), The Role of Goal Setting in Career Management, *The International Journal of Career Management*, . 7 ,3-12.

Greenhaus, J.H., Parasuraman, S., Wormley, W.M. (1990), Effects of Race on Organizational Experiences, Job Performance Evaluation and Career Outcomes", *Academy of Management Journal*, 7,64-86.

Gunz, H.P. & Heslin, P.A. 2005. 'Reconceptualising Career Success', *Journal of Organisational Behaviour*, 26, 105–111.

Hackett, G., & Betz, N. E. (1981). A Self-Efficacy Approach to the Career Development of women. *Journal of Vocational Behavior*, 18, 326-339.

Hackett, G., & Byars, A. (1996). Social Cognitive Theory and the Career Development of African American Women. *Career Development Quarterly*, 44, 322-340.

Hackett, G., Lent, R. W., & Greenhaus, J. H. (1991),Advances in Vocational Theory and Research: A 20-Year Retrospective. *Journal of Vocational Behavior*, 38.

Hall. D.T. (1976) , *Careers in Organizations* , Pacific Palisades, Goodyear, CA.

Hall.D.T. (1986) , *Career Development in Organizatons*, Jossey – Bass, San Francisco, CA.

Hall, D.T. (1996), *The Career is Dead - Long Live the Career: A Relational Approach to Careers*, Jossey-Bass, San Francisco, CA.

Hair, J. T., Anderson, R. E., Tatman, R. L., & Black, W. C. (1998). *Multivariate Data Analysis* Englewood Cliffs, NJ: Prentice-Hall.

Hansen, L. S. (2001). Integrating Work, Family, and Community through Holistic Life Planning. *The Career Development Quarterly*, 49, 261-274.

Hansen, L. S. (1997). *Integrative Life Planning: Critical Tasks for Career Development and Changing Life Patterns*. San Francisco: Jossey-Bass

Hansen, S. S. (2003). Career Counselors as Advocates and Change Agents for Equality. *The Career Development Quarterly*, 52, 43-53.

Harmon, L. W., Hansen, J. C., Borgen, F. H., & Hammer, A. L. (1994). *Strong Interest Inventory: Application and Technical Guide*. Palo Alto, CA: Consulting Psychologists Press.

Harris-Bowlsbey, J., & Sampson, J. P., Jr. (2001). Computer-Based Career Planning Systems: Dreams and Realities. *The Career Development Quarterly*, 49, 250-260.

Harris-Bowlsbey, J., Dikel, M. R., & Sampson, J. P., Jr. (1999). The Internet: A Tool for Career Planning. *Vocational Guidance and Human Development* 32-62.

Harris-Bowlsbey, J. (2003). A Rich Past and a Future Vision. *The Career Development Quarterly*, 52, 18-25.

Harris-Bowlsbey, J., & Sampson, J. P., Jr. (2005). Use of Technology in Delivering Career Services Worldwide. *The Career Development Quarterly*, 54, 48-56.

Heppner, M. J., O'Brien, K. M., Hinkelman, J. M., & Humphrey, C. F. (1994). Shifting the Paradigm: The Use of Creativity in Career Counseling. *Journal of Career Development*, 21, 77-86.

- Heppner, M. J., & Heppner, P. P. (2003). Identifying Process Variables in Career Counseling: A Research Agenda. *Journal of Vocational Behavior*, 62, 429-452
- Herr, E. L. (2001). Career development and its practice: A historical perspective. *The Career Development Quarterly*, 49, 196-211.
- Herriot, P. & Pemberton, C. (1996). Contracting Careers. *Human Relations*, 49(6), 757-790.
- Heslin, P. A. (2005). Conceptualizing and Evaluating Career Success. *Journal of Organizational Behavior*, 26, 113-136.
- Hofstede, G. (1991), *Culture and Organizations: Software of the Mind*, McGraw-Hill, London.
- Holland, J.L. (1973). *Making Vocational Choice: a theory of career*. Engelwood Cliffs: Prentice Hall.
- Holland, J. L. (1994). Self Directed Search. Odessa, FL *Psychological Assessment Resources*.
- Holland, J. L (1997). *Making Vocational Choices*. Odessa, FL: Psychological Assessment Resources.
- Holstein, J. A., & Gubrium, J. F. (1999). *The Self We Live By: Narrative Identity in a Postmodern World*. Oxford, England: Oxford University Press
- Hoyt, K. D. (1989). The Career Status of Women and Minority Persons: A 20year retrospective. *The Career Development Quarterly*, 37, 202-212.

Hsu, M.K., Jiang, J.J., Klein, G., Tang, Z. (2003), Perceived Career Incentives and Intent to Leave, *Information & Management*, 40 ,361-9

I-Chiu C., Hsin-Ginn H., Chung-Feng Liu, Siao-Hong S. (2007). A Study of Career Anchors and Job Characteristic Preference of IS Students. *The Journal of Computer Information Systems* 47, (3). 24-32.

Igbaria, M., Greenhaus, J.H. and Parasuraman, S.J. (1991), Career Orientations of MIS Employees: An Empirical Analysis, *MIS Quarterly*, Vol. 15, pp. 151-69.

Igbaria, M., & Baroudi, J. J. (1993). A Short-Form Measure of Career Orientations: A Psychometric Evaluation. *Journal of Management Information Systems*, 10(2), 131–154.

Järllström, M. (2000), Personality Preferences and Career Expectations of Finnish Business Students, *Career Development International*, 5 (3), 144-54.

Jiang, JJ. and Klein, G. (1999/2000), Supervisor Support and Career Anchor Impact on the Career Satisfaction of the Entry-level Information Systems Professionals, *Journal of Management Information Systems*, 16 (3) 219-40

Krumboltz J.D. (1998). Counsellor Actions for the New Career Perspective. *British Journal of Guidance and Counselling*, 26(4), 559–564.

Krumboltz, J. D. (1991). *Manual for the Career Beliefs Inventory*. Pale Alto, CA: Consulting Psychologists Press.

Kniveton B. H. (2004), Career Anchors in a Changing Business Environment, *Journal of European Industrial Training* , 6, 564.

Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a Unifying Social Cognitive Theory of Career and Academic Interest, Choice, and Performance. *Journal of Vocational Behavior, 45*, 79-122.

Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual Supports and Barriers to Career Choice: A Social Cognitive Analysis. *Journal of Counseling Psychology, 47*, 36-49

Levinson, E. M., Rafoth, B. A., & Lesnak, L. (1994). A Criterion-Related Validity Study of the Interest Schedule. *Journal of Employment Counseling, 31*, 29-37.

Levinson, D. (1978), *The Seasons of a Man's Life*, Knopf, New York, NY

Locke, E.A. (1997). Self-efficacy: The exercise of control. *Personnel Psychology, 50*, 801-804.

Luzzo, D. A. (1994). An Analysis of Gender and Ethnic Differences in College Students' Commitment to Work. *Journal of Employment Counseling, 31*, 38-45.

Luzzo, D. A. (1994). An Analysis of Gender and Ethnic Differences in College Students' Commitment to Work. *Journal of Employment*

Luzzo, D. A., & Taylor, M. (1994). Effects of Verbal Persuasion on the Career Self Efficacy of College Freshmen. *California Association for Counseling and Development Journal, 14*, 31-34.

Maples, M. R., & Luzzo, D. A. (2005). Evaluating Effectiveness in Enhancing College Students' Social Cognitive Career Development. *The Career Development Quarterly, 53*, 274-285.

Marshall, V. and Bonner, D. (2003), Career Anchors and the Effects of Downsizing: implications for Generations and Cultures at Work: A Preliminary Investigation, *Journal of European Industrial Training*, 27 No. 6, pp. 281-91.

Mavin, S. (2000), Approaches to Careers in Management: Why UK Organizations should consider Gender, *Career Development International*, 5 (1), 3-20.

Mayo, A. (1991), *Managing Careers*, IPM, London, .

McDaniels, C., Gysbers, N. (1992), *Counseling for Career Development: Theories, Resources, and Practice*, San Francisco, CA Jossey-Bass.

McKeen, C.A., Burke, R.J. (1991), Work Experiences and Career Success of Professional Women: Study Design and Preliminary Findings, *Canadian Journal of Administrative Sciences*, 8 (4), .251-8.

McWhirter, E. H. (1997). Perceived Barriers to Education and Career: Ethnic and Gender Differences. *Journal of Vocational Behavior*, 50, 124-140.

McWhirter, E. H., Rasheed, S., & Crothers, M. (2000). The Effects of High School Career Education on Social Cognitive Variables. *Journal of Counseling Psychology*, 47(3), 330-341.

Meara, N. M., & Patton, M. J. (1994). Contributions of the Working Alliance in the Practice of Career Counseling. *The Career Development Quarterly*, 43, 161-177.

Miller, D.C. and Form, W.H. (1951), *Industrial Sociology: An Introduction to the Sociology of Work Relations*, Harper & Row, New York, NY.

Miller, E.L. and Cheng, J. (1978), A Closer Look at the Decision to Accept an Overseas Position, *Management International Review*, 25-33.

Morrow, P.C. and McElroy, J.C. (1987), Work Commitment and Job Satisfaction over Three Career Stages, *Journal of Vocational Behavior*, 30. 330-46

Nabi, G. R. (1999). An Investigation into the Differential Profile of Predictors of Objective and Subjective Career Success. *Career Development International*, 4, 212-224.

Nabi, G.R. (2001), The Relationship Between HRM, Social Support, and Subjective Career Success among Men and Women, *International Journal of Manpower*, 22.653-71.

Nauta, M. M., Epperson, D. L., & Kahn, J. H. (1998). A Multiple-Groups Analysis of Predictors of Higher Level Career Aspirations among Women in Mathematics, Science, and Engineering Majors. *Journal of Counseling Psychology*, 45, 483-196.

Neville, D. D. & Schlecker, D. I. (1988). The Relationship of Self-Efficacy and Assertiveness to Willingness to Engage in Traditional / Nontraditional Career Activities. *Psychology of Women Quarterly*, 12, 91-98.

Ng, T. W. H., Eby, L. T., Sorensen, K. L., & Feldman, D. C. (2005). *Predictors of Objective and Subjective Career Success: A Meta-Analysis*. *Personnel Psychology*, 58, 367-408.

Niles, S. G., & Harris-Bowlsbey, J. (2005). *Career Development Interventions in the 21st Century*. Saddle River, NJ: Pearson.

Niles, S., Goodman, J., & Pope, M. (2002). *The Career Counseling Casebook: A Resource for Students, Practitioners and Counselor Educators*. Tulsa.

Nilsson, J. K., Schmidt, C. K., & Meek, W. D. (2002). Reliability Generalization: An examination of the Career Decision Making Self-Efficacy Scale. *Educational and Psychological Measurement*, 62, 647-658.

Nordvic, H. (1991), Work Activity and Career Goals in Holland's and Schein's Theories of Vocational Personalities and Career Anchors, *Journal of Vocational Behavior*, 38, 165-78.11

Nordvik, H. (1996), Relationships between Holland's Vocational Typology, Schein's Career Anchors and Myers-Briggs' Types, *Journal of Occupational and Organizational Psychology*, 69, 263-75.

Nunnally, J. C., & Bernstein, I. H. (1994). *Psychometric Theory*. New York: McGraw Hill.

O'Brien, K M., Brown, S. D., & Lent, R. W. (1995). *Self-Efficacy Belief Realism and Academic Performance in at-Risk College Students*. Unpublished manuscript.

O'Brien, K. M., Heppner, M. J., Flores, L. Y., & Bikes, L. H. (1997). The Career Counseling Self-Efficacy Scale: Instrument Development and Training Applications. *Journal of Counseling Psychology*, 44, 20-31.

O'Brien, K. M., & Lucas, M. S. (1993). *The Research Attitudes Measure*. Englewood Cliffs, NJ: Prentice Hall, 35-47

Orpen, C. (1985), The Effects of Need for Achievement and Need for Independence on the Relationship between Perceived Job Attributes and Managerial Satisfaction and Performance, *International Journal of Psychology*, 20 (2), 207-10.

Orpen, C. (1994): The Effects Of Organizational And Individual Career Management On Career Success, *International Journal of Manpower*, 15(1), 27-37.

Osipow, S.H. (1996), *Handbook of Vocational Psychology: Theory, Research, and Practice* Hillsdale, NJ: Erlbaum, 111-141.

Osipow, S. H., Temple, R. D., & Rooney, R. A. (1993). Short Form of the Task Specific Occupational Self-Efficacy Scale. *Journal of Career Assessment*, 1, 13-20.

Osipow, S. H. (1987). *Career Decision Scale Manual*. Odessa, FL: Psychological Assessment Resources.

Osipow, S. H., Carney, C. G., & Barak, A. (1976). A Scale of Educational-Vocational Decidedness. *Journal of Vocational Behavior*, 9, 233-243.

Osipow, S. H. (1982). Research in Career Counseling: An Analysis of Issues and Problems. *The Counseling Psychologist*, 10(4), 27-34.

Osipow, S. H. (1983). *Theories of Career Development*. Englewood Cliffs, NJ: Prentice Hall.

Parsons, F. (1909). *Choosing a vocation*. Boston, Houghton Mifflin.

Pajares, F. (1996). Self-efficacy Beliefs in Academic Settings. *Review of Educational Research*, 4 (66) 543 - 578.

Patton, W. & Creed, P. A. (2001). Developmental Issues in Career Maturity and Career Decision Status. *The Career Development Quarterly*, 49, 336-351.

Patton, W., Creed, P. A., & Watson, M. (2003). Perceived Work Related and Non-Work related Barriers in the Career Development of Australian and South African Adolescents. *Australian Journal of Psychology*, 55, 74-82.

Pemberton, C. and Herriot, P. (1994), Career Orientations of Senior Executives and their Implications for Careers Guidance, *British Journal of Guidance & Counseling*, 22 (2), 233-46.

Pfeffer, J. (1977). The Ambiguity of Leadership. *Academy of Management Review*, 2, 104-112.

Phillips, J. M., & Gully, S. M. (1997). Role of Goal Orientation, Ability, Need for Achievement and Locus of Control in the Self-Efficacy and Goal-Setting Process. *Journal of Applied Psychology*, 82, 792-802.

Prideaux, L. & Creed, P. A. (2001). Career Maturity, Career Decision-Making Self Efficacy and Career Indecision: A Review of the Accrued Evidence. *Australian Journal of Career Development*, 10(3), 7-12.

Prideaux, L., Creed, P. A., Muller, J., & Patton, W. (2000). A Review of Career Interventions from an Educational Perspective: Have Interventions shed any light? *Swiss Journal of Psychology*, 59(4), 221-226.

Prideaux, L., Patton, W., & Creed, P. A. (2002). Development of a Theoretically Derived School Career Program: An Australian endeavour. *International Journal of Education and Vocational Guidance*, 2, 115-130.

Savickas, M. L. (1995). Constructivist Counseling for Career Indecision. *The Career Development Quarterly*, 43, 363-373.

Savickas, M. L. (1997). Career Adaptability: An Integrative Construct for Life-Span, Life-Space Theory. *The Career Development Quarterly*, 45, 247-259.

Savickas, M. L. (2003). Advancing the Career Counseling Profession: Objectives and Strategies for the Next Decade. *The Career Development Quarterly*, 52, 87-96.

Savickas, M. L., & Lent, R. W. (1994). *Convergence in Career Development Theories: Implications for Science and Practice*. Palo Alto, CA: Consulting Psychologists Press.

Savickas, M. L. (2001). The Next Decade in Vocational Psychology: Mission and Objectives. *Journal of Vocational Behavior*, 59, 284–290.

Savickas, M. L. (2000). *The Relationship Between Theory, Research and Innovative Practice*. Career Research and Advisory Centre, Cambridge, England

Savickas, M. L. (1993). Career Counseling in the Postmodern Era. *Journal of Cognitive Psychotherapy: An International Quarterly*, 7, 205-215.

Schaefer, K. G., Epperson, D. L., & Nauta, M. M. (1997). Women's Career Development: Can Theoretically Derived Variables Predict persistence in Engineering Majors? *Journal of Counseling Psychology*, 44, 173-182.

Schein, E.H.(1971).The Individual, the Organization, and the Career: A Conceptual Scheme, *Journal of Applied Behavioral Science* 7, 401-426.

Schein, E.H. (1980), *Career Theory and Research: Some Issues for the Future*, Praeger, New York, 357-65.

Schein E.H. (1990), *Career Anchors, Trainers Manual*, San Diego, Pfeiffer, Inc.,

Schein, E.H. (1993), *Career Survival: Strategic Job/Role Planning*, Pfeiffer, San Diego.

Schein, E. H. (1996). Career Anchors Revisited: Implications for Career Development in the 21st century. *Academy of Management Executive*, 10(4), 80-88.

Seibert, S.E. Crant, J.M and Kraimer, M.L. (1991): Proactive Personality and Career Success, *Journal of Applied Psychology*, 84, 416—427.

Seibert, S.E., Kraimer, M.L., & Liden, R.C (2001): A Social Capital Theory of Career Success, *Academy of Management Journal*, 44 (2), 219-237.

Seibert, S.E., Kraimer, M.L. and Crant, J.M. (2001), What do Proactive People Do? A Longitudinal Model Linking Proactive Personality and Career Success, *Personnel Psychology*, 54(2), 845-74.

Serling, D. A., & Betz, N. E. (1990). Development and Evaluation of a Measure of Fear of Commitment. *Journal of Counseling Psychology*, 37, 91-97.

Sinha, J.B.P. (1990), *Work Culture in Indian Context*, Sage, New Delhi.

Small, J. and McClean, M. (2002), Factors Impacting on the Choice of Entrepreneurship as a Career by Barbadian Youth: A Preliminary Assessment, *Journal of Eastern Caribbean Studies*, 27(4), 30-54

Solberg, V. S., Good, G. E., & Nord, D. (1994). Career Search Self-Efficacy: Ripe for Applications and Intervention Programming. *Journal of Career Development*, 21, 63-72.

Solberg, V. S., Good, G. E., Fischer, A. R., Brown, S. D., & Nord, D. (1995). Career Decision-Making and Career Search Activities: Relative Effects of Career Search Self-Efficacy and Human Agency. *Journal of Counseling Psychology*, 42, 448-455.

Still, L., Timms, W. (1997), *Challenging Futures: The Career and Life Decisions of Managerial and Professional Women in their 50s*, Perth ,Edith Cowan.

Still, L., Timms, W. (1998), Career Barriers and the Older Women Manager, *Women in Management Review*, 13, (4), 143-55.

Subich, L. M. (1993). How Personal is Career Counseling? *The Career Development Quarterly*, 42, 129-131.

Sue, D. W, & Sue, D. (1990). Counseling the Culturally Different: Theory and Practice New York: Wiley.

Super, D.E. (1953), A theory of Vocational Development, *American Psychologist*, 8, 185-90.

Super, D. E. (1957), *The Psychology of Careers*. New York: Harper & Row.

Super, D. E., & Crites, J. O. (1962). *Appraising Vocational Fitness*. New York: Harper & Row.

Super, D.E. (1957), *The Psychology of Careers*, Harper & Row, New York, NY.

Super, D. E., & Knasel, E. G. (1981). Career Development in Adulthood: Some Theoretical Problems. *British Journal of Guidance and Counseling*, 9, 194-201.

Super, D. E., Savickas, M. L., & Super, C. M. (1996). *The Life-Span, Life-Space approach to Careers*. San Francisco: Jossey-Bass.

Swanson, J. L. (2002). Understanding the Complexity of Clients' Lives: Infusing a Truly Integrative Career Personal Perspective into Graduate Training. *The Counseling Psychologist*, 30, 815-832.

Swanson, J. L., & Bowman, S. L. (1994). Career Assessment with African-American Clients. *Journal of Career Assessment*, 2, 210-225.

Tang, M., Found, N. A., & Smith, P. L. (1999). Asian American's Career Choices: A Path Model to Examine their Career Choices. *Journal of Vocational Behavior*, 54, 142-157.

Taylor, C. (1989), *Sources of the Self: The Making of Modern Identity*, Harvard University Press, Cambridge, MA, .

Taylor, F. W. (1911). *The Principles of Scientific Management*. New York: Harper & Row.

Taylor, K. M, & Betz, N. E. (1983). Applications of Self-Efficacy Theory to the Understanding and Treatment of Career Indecision. *Journal of Vocational Behavior*, 22, 63--81.

Taylor, K. M. & Popma, J. (1990). An Examination of the Relationships among Career Decision-Making Self-Efficacy, Career Salience, Locus of Control, and Vocational Indecision. *Journal of Vocational Behavior*, 37, 17-31.

Taylor, K. M., & Popma, J. (1990). Construct Validity of the Career Decision-Making Self-Efficacy Scale and the Relationship of CDMSE to Vocational Indecision. *Journal of Vocational Behavior*, 37, 17-31.

Tinsley, H. (2000). The Congruence Myth: An Analysis of the Efficacy of the Person Environment Fit Model. *Journal of Vocational Behavior*, 56, 147-179.

Tschannen-Moran, M., Hoy, A.W., & Hoy, W. K. (1998). Teacher Efficacy: Its

Meaning and Measure. *Review of Educational Research*, 68(2) 202 - 248.

Van Dam, K. (2004). Antecedents and Consequences of Employability Orientation. *European Journal of Work and Organizational Psychology*, 13, 29-51.

Vondracek, F. W. (2001). The Developmental Perspective in Vocational Psychology. *Journal of Vocational Behavior*, 59, 252-261.

Vondracek, F. W., Lerner, R. M., & Schulenberg, J. E. (1986). *Career Development: A life-Span Developmental Approach*. Hillsdale, NJ: Erlbaum.

Vondracek, F. W., Schulenberg, J. E., Skorikov, B., Gillespie, L. K., & Wahlheim, C. (1995). The Relationship of Identity Status to Career Indecision during Adolescence. *Journal of Adolescence*, 18, 17-29.

Whiston, S. C., & Brecheisen, B. K. (2002). Annual Review: Practice and Research in Career Counseling and Development-2001. *The Career Development Quarterly*, 51, 98-154.

Wood, R., & Bandura, A. (1989). Social Cognitive Theory of Organization Management. *Academy of Management Review*, 14, 361-384.

Yarnall, J. (1998), Career Anchors: Results of an Organisational Study in the UK, *Career Development International*, 3 (2), 56-61.

Young, R. A., & Collin, A. (2004). Introduction: Constructivism and social Constructivism in the Career Field. *Journal of Vocational Behavior*, 64, 373-388.

Young, R. A., & Valach, L. (2004). The Construction of Career through Goal-Directed Action. *Journal of Vocational Behavior*, 64, 499-514.