## **Impact of Career Development**

## **Literature Search (Updated March 2017)**

Amundson, N., (2006). <u>Challenges for Career Interventions in Changing Contexts</u>. <u>International Journal for Educational and Vocational Guidance</u>. Volume 6, Number 1, 3-14.

Amundson, N., (2005). <u>The Potential Impact of Global Changes in Work for Career Theory and Practice</u>. *International Journal for Educational and Vocational Guidance*. Volume 5, Number 2, 91-99.

Amundson, N., Harris-Bowlsbey, J., Niles, S. (2005). *Essential Elements of Career Counseling*. New Jersey: Pearson Prentice Hall.

Arthur, N., McMahon, M., (2005). <u>Multicultural Career Counseling: Theoretical Applications of the Systems Theory Framework</u>. *The Career Development Quarterly,* Volume 53, Issue 3, pages 208-222.

Association of Graduate Careers Advisory Services (2005). <u>Careers Education Benchmark</u> <u>Statement.</u> Report by Careers Education Task Group. Sheffield: AGCAS

Barnett, B.R., Bradley, L. (2007). <u>The impact of organizational support for career development on career satisfaction</u>. Emerald 12.

Baruch, Y. (2004). <u>Transforming careers: from linear to multidirectional career paths</u>. *Career Development International.* 11(1), 58-73.

Baudouin, R., Bezanson, L., Borgen, B., Goyer, L., Hiebert, B., Lalande, V., Magnusson, K., Michaud, G., Renald, C., Turcotte, M., (2007). <u>Demonstrating Value: A Draft Framework for Evaluating the Effectiveness of Career Development Interventions</u>. *Canadian Journal of Counselling and Psychotherapy*. Vol. 41, No. 3.

Bernes, K. B., Bardick, A. D., Orr, D. T. (2007). <u>Career guidance and counseling efficacy studies:</u> <u>an international research agenda</u>. *International Journal for Educational and Vocational Guidance*, Springer, Netherlands, Vol.7, No. 2.

Betz, N.E. (2007). <u>Career Self-Efficacy: Exemplary Recent Research and Emerging Directions</u>. *Journal of Career Assessment*. vol. 15 no. 4 403-422.

Betz, N. E., Hammond, M. S., and Multon, K. D., (2005). <u>Reliability and Validity of Five-Level</u> <u>Response Continual for the Career Decision Self-Efficacy Scale</u>. *Journal of Career Assessment* vol. 13 no. 2 131-149.

Betz, N.E. (2004). <u>Contributions of Self-Efficacy Theory to Career Counseling: A Personal Perspective</u>. *The Career Development Quarterly*, 52:340-353.

Bimrose, J., and Barnes, S.A., (2006) <u>'Is career guidance effective? Evidence from a longitudinal study in England.'</u> Australian Journal of Career Development, Vol. 15, No. 2, pp. 19-25.

Bridgestock, R. (2009). <u>The graduate attributes we've overlooked: enhancing graduate employability through career management skills</u>. *Higher Education Research & Development*. Volume 28, Issue 1.

Bright, J. E.H., Pryor, R. G.L., Wilkenfeld, S., and Earl, J. (2005). <u>The Role of Social Context and Serendipitous Events in Career Decision Making</u>. *International Journal for Educational and Vocational Guidance*. Volume 5, Number 1, 19-36.

Brown, S.D., & McPartland, E.B., (2005). <u>Career interventions: Current status and future</u> <u>directions</u>, *In W.B. Walsh & M.L. Savickas (Eds.), Handbook of Vocational Psychology* (2nd ed., pp. 195-226) Mahwah, NJ: Erlbaum

Brown, S.D., & Lent, R.W., (2005). <u>Career Development and Counseling. Putting Theory and Research to Work</u>. 682 p. John Wiley & Sons.

Brown, S.D., Ryan Krane, N.E., Brecheisen, J., Castelino, P., Budisin, I., Miller, M., Edens, L. (2003). <u>Critical ingredients of career choice interventions: More analyses and new hypothesis.</u> *Journal of Vocational Behavior.* Volume 62, Issue 3.

Browning Budden, C., Bush, E., Wood, F. B., (2006). <u>Dysfunctional Career Thoughts</u> <u>Minimization: Strategically Improving Student Outlook</u>, *Journal of College Teaching and Learning*, Vol. 3, Number 3

Bujold, C. (2004). <u>Constructing career through narrative</u>. *Journal of Vocational Behavior.* 64, 470-484.

Cardoso, P., Taveira, M.C., Biscaia, C., & Santos, G. (2012). <u>Psychologists' dilemmas in career counseling practice</u>. *International Journal of educational and Vocational Guidance*. 12, 3, 225-241.

Chen, C. P. (2003). <u>Integrated Perspectives in Career Development Theory and Practice</u>. The Career Development Quarterly, Volume 51, Issue 3, pages 203-216.

Chen, C.P. (2005). <u>Understanding Career Chance</u>. *International Journal For Educational And Vocational Guidance*. Volume 5, Number 3, 251-270.

Chen, M.-Y, (2004). <u>A formative evaluation of implementation of career development interventions in Taiwanese comprehensive high schools</u>. Oregon State University.

Cheung, R., Arnold, J. (2014). <u>The Impact of Career Exploration on Career Development Among Hong Kong Chinese University Stuydents.</u> *Journal of College Student Development* Volume 55, Number 7, pp. 732-748.

Chung, Y.B., (2003). <u>Career Counseling With Lesbian, Gay, Bisexual, and Transgendered Persons:</u> <u>The Next Decade</u>. *The Career Development Quarterly,* Volume 52, Issue 1, pages 78-86.

Christensen, T., & Johnston, J. (2003). <u>Incorporating the narrative in career planning</u>. *Journal of Career Development*, 29, (3), 149-160.

Chronister, K.M., McWhirter, E.H. (2006). <u>An experimental examination of two career interventions for battered women</u>. Journal of Counseling Psychology, Vol. 53(2), 151-164.

Chope, R. C.(2008). <u>Practice and research in career counseling and development</u>, *Career Development Quarterly*.

Coker, D. (2016). <u>Career Development Has the Highest Impact on Employee Retention.</u> The HR Digest

Collins, J.C. (2011). <u>Strategy of Career Interventions for Battered Women</u>. *Human Resource Development Review.* vol. 10 no. 3 246-263.

Conrad, S. (2013). <u>Career Development is Key to Increasing Employee Engagement</u>. TalentSpace.

Creed, P. A., Patton, W., and Bartrum, D., (2004). <u>"Internal and external barriers, cognitive style, and the career development variables of focus and indecision."</u> *Journal of Career Development* 30.4: 277-294.

Dagley, J.C., & Salter, S.K., (2003). <u>Practice and research in career counseling and development</u>. *Career Development Quarterly*, 98-157.

Diemer, M.A., Blustein, D.L. (2007). <u>Vocational Hope and Vocational Identity: Urban Adolescents' Career Development</u>. *Journal of Career Assessment*. vol. 15 no. 1 98-118.

Dykeman, C., Wood, C., Ingram, M., Herr, E.L. (2003). <u>Career Development Interventions and Academic Self-Efficacy and Motivation: A pilot Study</u>. Ohio State University.

Egan, T.M. (2006). <u>Career Development: Load-Bearing Wall or Window Dressing's Exploring Definitions, Theories, and Prospects for HRD Related Theory Building</u>. *Human Resource Development Review.* vol. 5 no. 4 442-477.

Elsdon, R., Iyer, S., (2007). Measuring the Impact of Career Development on an Organization, Sun Microsystems Inc.

Erford, B. (2014). Research and Evaluation in Counseling. Cengage Learning.

Feldman, D.C., Lankau, M.L. (2005). <u>Executive Coaching: A Review and Agenda for Future</u> Research. *Journal of Management*. Vol. 31 no. 6 829-848.

Flores, L.Y., Scott, A.B., Wang, Y., Yakushko, O., McCloskey, C.M., Spencer, K.G., & Logan, S.A. (2003). <u>Practice and research in career counseling and development: 2002</u>. *Career Development Quarterly*, 52, 98-131.

Folsom, B. & Reardon, R. (2003). <u>College career courses: design and accountability</u>. *Journal of Career Assessment*. 11, 421-450.

Ford, G. (2005), <u>Am I Still Needed? Guidance and Learning for Older Adults</u>. CeGS Research Report Series, Centre for Guidance Studies, University of Derby.

Gainor, K.A. (2006). <u>Twenty-Five Years of Self-Efficacy in Career Assessment and Practice</u>. *Journal of Career Assessment*. Vol. 14 no. 1 161-178.

Gibson, D. (2004). <u>Role models in career development: new directions for theory and research</u>. *Journal of Vocational Behavior*, 65, 134-156.

Gillie, S., & Isenhour, M.G. (2003). <u>The educational, social, and economic value of informed and considered career decisions</u>. Alexandria, VA: America's Career Resource Network association.

Goddard, T. (2009). *Considering Online Career Interventions*. Training Innovations Inc.

Greene, M. J., (2003). <u>Gifted adrift? Career counseling of the gifted and talented</u>. *Roeper Review* Volume 25, Issue 2.

Grote, D., Trusty, J., Chae, M., and Bakley, A. (2015). <u>Career Coaching – Effects on Hope,</u> <u>Confidence and Maturity</u>. The International Centre for Career Development and Public Policy.

Guindon, M. H., Richmond, L. J. (2005). <u>Practice and Research in Career Counseling and Development – 2004</u>. *The Career Development Quarterly,* Volume 54, Issue 2, pages 90-137.

Gysbers, N.C., Heppner, M.J., (2003). <u>Career Counseling: Process, Issues, and Techniques.</u> (2nd ed.). Boston, MA: Pearson Education, Inc.

Harrington, T. F., Harrington, T. A., (2006). <u>Practice and Research in Career Counseling and Development – 2005</u>. *The Career Development Quarterly*. Volume 55, Issue 2, pages 98-167.

Hafid Jusuf, A., Mahfudnurnajamuddin, Mallongi, S., Latief, B. (2016). <u>The effect of career development, leadership style and organizational culture on job satisfaction and organizational commitment.</u> *International Journal of Business and Management Invention.* 2319-8028.

Headlam-Wells, J., Gosland, J., Craig, J. (2005). <u>There's magic in the web: e-mentoring for women's career development</u>. *Career Development International*. Vol. 10 Iss. 6/7, pp. 444-459.

Heilmann, P., Vanhala, M., and Salminen, H. (2015). <u>The impact of competence-development opportunities on organizational commitment and the mediating role of job satisfaction.</u>
European Lifelong Learning Magazine.

Hepper, M. J. and Hepper, P.P. (2003). <u>Identifying process variables in career counseling: A research agenda</u>, *Journal of Vocational Behavior*, Vol. 62, Issue 3, Pages 429 – 452.

Hezlett, S.A. and Gibson, S.K. (2007). <u>Linking Mentoring and Social Capital: Implications for Career and Organization Development</u>. Advances in Developing Human Resources. Vol. 9 no. 3 384-411.

Hochwarter, W. A., Kiewitz, C., Gundlach, M. J., Stoner, J. (2004). <u>The Impact of Vocational and Social Efficacy on Job Performance and Career Satisfaction</u>. *Journal of Leadership & Organizational Studies*, Winter vol. 10 no. 3 27-40.

Hughes, & Graton (2009). <u>A Literature review of research on the impact of careers and guidance-related interventions</u>. Reading: CfBT Education Trust.

Hughes, D., Gration, G., Holt, G., Dyke, S., and Watts, A.G., (2008). <u>Demonstrating the Impact and Value of Career Guidance: Critical Review and Next Steps – pending.</u> University of Derby.

Hughes, D., Bimrose, J., Barnes, S-A., Bowes, L. and Orton, M. A. (2005). <u>Systematic Literature Review of Research into Career Development Interventions for Workforce Development</u>. University of Derby.

Hughes, K.L. and Karp, M.M. (2004). <u>School-Based Career Development: A Synthesis of the Literature</u>. National Training Support Center.

Ismajli, N., Krasniqi, I., and Qosja, E. (2015). <u>Career development and advancement of human resources – how they influence the performance qualities of local government administration</u>. *Issues in Business Management and Economics* Vol. 3(2), pp. 17-23.

Joo, B-K. (2005). <u>Executive Coaching: A Conceptual Framework From an Integrative Review of Practice and Research</u>. *Human Resource Development Review*, vol. 4 no. 4 462-488.

Kakui, I.M., Gachunga, H. (2016). <u>Effects of Career Development on Employee Performance in the Public Sector: A Case of National Cereals and Produce Board.</u> *The Strategic Journal* Vol. 3, Iss. 3(19), pp 307-324.

Kashefpakdel, E. T., Mann, A., and Schleicher, M. (2016). <u>The impact of career development activities on student attitudes towards school utility: an nalysis of data from the Organization for Economic Cooperation and Development's Programme for International Student Assessment (PISA). Education and Employers.</u>

Kenney, M.E., Blustein, D.L., Haase, R.F., Jackson, J., Justin, C. (2006). <u>Setting the stage: Career development and the student engagement process</u>. Journal of Counselling Psychology, Vol. 53(2), P. 272-279.

Kirschenbaum, H. (2013). Some Applications of Values Clarification Counseling. Oxford

Kohli, N. (2017). 4 Ways Managing Your Career Development Made an Impact on Me. HBX Blog.

Kolodinsky, P., Montopoli, G., McLean, S., Mangan, P.A. Pederson, W., (2006). <u>The Career Fair as a Vehicle for Enhancing Occupational Self-Efficacy</u>. *Professional School Counseling*. Volume 10, Number 2.

Knight, P. & Yorke, M., (2003). <u>Assessment, Learning and Employability.</u> Maidenhead: Society for Research into Higher Education and Open University Press.

Kuijpers, M.A.C.T., Scheerens, J. (2006). <u>Career Competencies for the Modern Career</u>. *Journal of Career Development*, vol. 32 no. 4 303-319.

Kunnen, E.S. (2014). <u>The effect of a career choice guidance on self-reported psychological problems</u>. Frontiers in Psychology.

Li, K.S., Tong, C., and Wong, A. (2014). <u>The Impact of Career Development on Employee</u> <u>Commitment of Part-Timr Faculty (PTF) inHong Kong's Continuing Professional Development</u> (<u>CPD</u>) <u>Sector</u>. *British Journal of Education, Society & Behavioural Science*. 4(1): 52-73.

Lombardo, J. (2017). Google's HRM: Compensation, Career Development. Panmore Institute.

Mackay, S., Morris, M., Hooley, T., and Neary, S. (2015). <u>Maximizing the Impact of Career Services on Career Management Skills: A Review of the Literature</u>. University of Derby.

Madahar, L. & Offer, M., (2004). <u>Managing E-Guidance: Interventions within HE Careers</u> <u>Services</u>. Manchester: Graduate Prospects/Higher Education Careers Services Unit.

Magnusson, K., & Roest, A. (2004). *The efficacy of career development interventions: A synthesis of research*. Retrieved June 15, 2009.

Maguire, M. (2005). Delivering Quality. London: Department for Education and Skills.

Masdonati, J., Massoudi, K., Rossier, J. (2009). <u>Effectiveness of Career Centre and the Impact of the Working Alliance</u>, *Journal of Career Development*, Vol.36, No. 2, 183 – 203.

Mau, W.C., Sudjanto, R., Wine, T (2006) <u>Effectiveness of career interventions in college/university settings.</u> Paper presented at the annual meeting of National Career Development Association, Chicago, July 6 – 9, 2006.

McCarthy, A.M., Garavan, T.N. (2003). <u>360o feedback process: performance, improvement and employee career development</u>. *Journal of European Industrial Training*. Vol. 25 Iss: 1, pp. 5-32.

McDonald, K.S., Hite, L.M. (2005). <u>Reviving the Relevance of Career Development in Human</u> Resource Development. *Human Resource Development Review.* vol. 4 no. 4 418-439.

McKay, H. Bright, J. E., Pryor, R. G.L (2005). <u>Finding order and direction from chaos: a comparison of chaos career counseling and trait matching counseling</u>. *Journal of Employment Counseling*, Volume 42, Issue 3, pages 98-112.

Melvin, J.B. (2015). Exploring the impact of a career development intervention on the career decision-making self-efficacy and goal instability of first generation college students, given perceived barriers. Thesis. The Florida State University.

Miles, J. (2015). <u>The Impact of a Career Development Programme on the Career Self-Efficacy and Academic Motivation of Grade 11 Learners from Diverse Socio-Economic Backgrounds.</u>
Dissertation. Stellenbosch University

Nauta, A., van Vianen, A., van Dam, K., Willemsen, M. (2009). <u>Understanding the factors that promote employability orientation: The impact of employability culture, career satisfaction, and role breadth self-efficacy</u>. *The British Psychological Society*. Volume 82, Issue 2, pages 233-251.

Niles, S. G., Harris-Bowlsbey, J. (2005). <u>Career Development Interventions in the 21st Century</u>. Pearson/Merrell Prentice Hall.

O'Neil, D.A., Bilimoria, D. (2005). <u>Women's career development phases: Idealism, endurance, and reinvention</u>. *Career Development International*, Volume 10 Issue 3.

Osborn, D. S., and Baggerly, J. N. (2004). <u>School Counselors' Perceptions of Career Counseling and Career Testing: Preferences, Priorities, and Predictors</u>. *Journal of Career Development* Volume 31, Number 1. 45-59.

Parumasur, S.B., (2012) <u>The effect of organizational context on organisations' development</u> (OD) interventions. SA *Journal of Industrial Psychology*. Vol. 38, No 1, Art. #1017, 12 pages.

Parmer, T., Covington Rush, L. (2003). <u>The Next Decade in Career Counseling: Cocoon</u>

<u>Maintenance or Metamorphosis</u>. *The Career Development Quarterly,* Volume 52, Issue 1, pages 26-34.

Patrick, J., Eliason, G. (2005). *Issues in Career Development*. Information Age Publishing.

Patton, W., McIlveen, P. (2009). <u>Practice and Research in Career Counseling and Development – 2008.</u> The Career Development Quarterly, Volume 58, Issue 2, pages 118-161.

Patton, W., and McMahon, M., (2006). <u>The Systems Theory Framework of Career Development and Counseling: Connecting Theory and Practice</u>. *International Journal For The Advancement of Counseling*. Volume 28, Number 2, 153-166.

Perdrix, S., Stauffer, S., Masdonatti, J., Massoudi, K., Rossier, J. (2012). <u>Effectiveness of career counseling: A one-year follow-up</u>. *Journal of Vocational Behavior*. Volume 80, Issue 2, Pages 565-578.

Pryor, R. G.L., Amundson, N. E., Bright, J. E.H., (2008). <u>Probabilities and Possibilities: The Strategic Counseling Implications of the Chaos Theory of Careers</u>. *The Career Development Quarterly*, Volume 56, Issue 4, pages 309-318.

Redekopp, D., Hopkins, S., & Hiebert, B. (2013). <u>Assessing the Impact of Career Development</u> Resources and Practitioner Support Across the Emplyability Dimensions. CCDF.

Reese, R.J. and Miller, C.D. (2006). <u>Effects of a University Career Development Course on Career Decision-Making Self-Efficacy</u>. *Journal of Career Assessment*. Vol. 14 no. 2 252-266.

Ringer Lepre, C., (2007). <u>Getting through to them: reaching students who need career</u> counseling, *Career Development Quarterly*.

Richard, G.V. (2005). <u>International Best Practices in Career Development: Review of the Literature</u>. *International Journal For Educational And Vocational Guidance*. Volume 5, Number 2, 189-201.

Robitschek, C., Janiczek, S., Woodson, S., (2006). <u>Vocational Psychology: Using One of Counselling Psychology's Strengths to Foster Human Strength</u>. *The Counseling Psychologist*, vol. 34 no. 2 260-275.

Rossier, J. (2013). <u>Personality Assessment and Career Interventions</u>. *Lives Working Papers,* Issue 26, pages 1-40.

Saleem, S., Amin, S. (2013). <u>The Impact of Organizational Support for Career Development and Supervisory Support on Employee Performance: An Empirical Study from Pakistan Academic Sector.</u> *European Journal of Business and Management*. Vol. 5, No. 5.

Sampson, J.P., Peterson, G.W., Reardon, R.C., Lenz, J.G. (2012). <u>Bibliography: A Cognitive Information Processing (CIP) Approach To Career Development Services</u>. The Florida State University.

Scott, L. (2014). <u>The Impact of a Career Development Plan on Your Future.</u> PM Perspectives Blog.

Slomp, M.W., Bernes, K.B., Magnusson, K.C. (2011). <u>Evaluating the Impact of Career Development Services in Canada: The Perceptions of Managers and Program Administrators.</u>

The Canadian Journal of Career Development. Volume 10. Number 1.

Spokane, A.R., Fouad, N.A., Swanson, J.L. (2003). <u>Culture-centered career intervention</u>. *Journal of Vocational Behavior.* Vol. 62, Iss. 3, Pages 453-458.

Stahno, J. (2014). What are the Business Impacts of Having Career Development Practices/Programs. Cornell University ILR School.

St. Martin, M., Osborne, A., Jones, S., Bobbitt, M. (2015). <u>Investigation of a Career Exploration Course's Impact on Student Career Development.</u> Western Michigan University.

Taveira, M.C., Pinto, J.C., Llanes, J., & Rodriguez Moreno, L. (2015). <u>Career self-management:</u> <u>Didactics of an intervention process.</u> Barcelona: Editorial Laertes.

Taveira, M.D.C., Rodruguez Moreno, M.L. (2003). <u>Guidance theory and practice: The status of career exploration</u>. *British Journal of Guidance & Counseling*. Volume 31, Issue 2.

The Kin Team. (2016). <u>Using Career Development to Increase Employee Engagement</u>. Kin.

Thrift, M.M., Ulloa-Heath, J., Reardon, R.C., Peterson, G.W. (2012). <u>Career Interventions and the Career Thoughts of Pacific Island College Students</u>. *Journal of Counseling & Development*. Volume 90, Issue 2, Pages 169-176.

Tomlinson, M.J., Fassinger, R.E. (2003). <u>Career Development, Lesbian Identity Development, and Campus Climate among Lesbian College Students</u>. *Journal of College Student Development*. Volume 44, number 6.

Van Veldhoven, M., Dorenbosch, L. (2008). <u>Age, proactivity and career development</u>. Emerald 13.

Walsh, W.B., Savickas, M.L. (2005). <u>Handbook of Vocational Psychology</u>. Lawrence Erlbaum Associates Inc.

Walsh, W.B. (2003). <u>Diversity, flexibility, and career interventions</u>. *Journal of Vocational Behavior*. Vol. 62, Iss. 3, Pages 459-463.

Watts, A.G., (2006). <u>Career development learning employability</u>. The Higher Education Academy.

Whiston, S.C., Blustein, D.L. (2013). <u>The impact of career interventions: Preparing our citizens</u> <u>for the 21<sup>st</sup> century</u>. National Carer Development Association and Society for Vocational Psychology.

Whiston, S.C., Rahardja, D. (2008). <u>Vocational counseling process and outcome. In S.D. Brown, R.W. Lent (Eds.)</u>, Handbook of Counseling Psychology (4<sup>th</sup> ed.). New York: Wiley.

Whiston, S.C. (2011). <u>Vocational Counseling and Interventions: An Exploration of Future "Big" Questions</u>. *Journal of Career Assessment*. Vol. 19 no. 3 287-295.

Whiston, S.C., & Tai, W.L. (2006). <u>Career intervention outcomes.</u> *In J. Greenhaus & G. Callanan (Eds.) Encyclopedia of career development* (pp. 118-121). Thousand Oaks, CA: Sage.

Whiston, S.C. Brecheisen, B.K. & Stephens, J. (2003). <u>Does treatment modality affect career counseling effectiveness?</u> *Journal of Vocational Behavior*, 62, 390 – 410

Young, R.A. (In press). <u>The care of Emily</u>. In S. Niles, J. Goodman, & M. Pope (Eds.) Career counselinmg casebook: A resource for practitioners, students, and counselor educators (2<sup>nd</sup> ed.). Broken Arrow, OK: National Career Development Association.

Young, R. A., Marshall, S. K., Valach, L. (2007). <u>Making Career Theories More Culturally Sensitive: Implications for Counseling</u>. The Career Development Quarterly. Volume 56, Issue 1, pages 4-18.