Social Transformations in Contemporary Society 2022
ISSN 2424-5631 (online)

CAREER MANAGEMENT IN ORGANISATIONS: WHAT'S NEW?

Violeta Rapuano

Mykolas Romeris University, Lithuania
violeta.rapuano@yahoo.com

Abstract

Purpose – by systematically collecting and analysing recently published scientific articles to identify trends and hot topics in the field of organizational career management.

Design/methodology/approach – The methods of systematic review, bibliometric and content analysis were applied in this study. Using specified keywords we searched the Clarivate Analytics Web of Science (WoS) Core Collection for relevant articles published from 2020 to 2022. The search was conducted using field tag "Topic" in order to search for keywords in title, abstract, author keywords and, Keywords Plus. We restricted our search to English language peer-reviewed and open access scientific articles. Then by reading titles and abstracts we excluded not relevant articles based on pre-specified exclusion criteria. In total 86 articles were included for the content analysis.

Finding – the findings of this study indicate that the vast majority of the recent papers related to organisational career management were empirical in nature. The most productive researchers in this line of study were from England and China. The journals with the most publications were the Frontiers in Psychology and Sustainability. The content analysis revealed that the majority of papers fall into these thematic categories, which can be considered as the most relevant career-related topics in 2020-2022 – women careers, sustainable careers, the impact of the pandemic on careers, international careers, organisational career development practices, and employees career resources

Research limitations/implications – several methodological aspects of this study can be considered as limitations. In order to draw sound conclusions in terms of recent trends in the field of organisational career management, the longer period (5 years timespan) selected for systematic review could fit better with the aim of this research. Furthermore, this study used one academic journal database for the articles search. Nevertheless, our used database WoS is considered as the most trusted and powerful research engine delivering best-in-class publications.

ISSN 2424-5631 (online)

Practical implications – this paper aimed to analyse scientific papers published in the last three years (2020-2022) on the organisational career management to identify the key points in this line of study which can be valuable for further research.

Originality/Value – this article contributes to the career management field by reviewing the latest articles, identifying top research streams and evaluating the state of the field of recent years.

Keywords: organisational career management, career development, systematic review, content analysis, bibliometric analysis.

Research type: research paper