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Managing a sustainable career in the contemporary world of work: personal choices and contextual challenges

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Propositions relating to the dissertation

MANAGING A SUSTAINABLE CAREER IN THE
CONTEMPORARY WORLD OF WORK: PERSONAL
CHOICES AND CONTEXTUAL CHALLENGES

by Maral Darouei

1. Flexible working can both promote and hinder sustainable careers.
2. The success of the working from home practice is dependent on supervisors.
3. The career path of minority group members is not similar to that of majority groups.
4. Career self-efficacy plays a crucial role in directing women's careers.
5. Experience sampling methodology is a very important complement to cross-sectional studies in organizational behavior research.
6. Research needs to move beyond studying the well-being of traditional employees in organizations and examine that of different types of flexible workers.
7. To fully understand the impact of contemporary work forms on sustainable careers, research should acknowledge and consider the role of leaders.
8. Rather than focusing on why women get on top of the *glass cliff*, more attention should be paid to men's access to the *glass cushion*.
9. It took a coronavirus to normalize working from home.

