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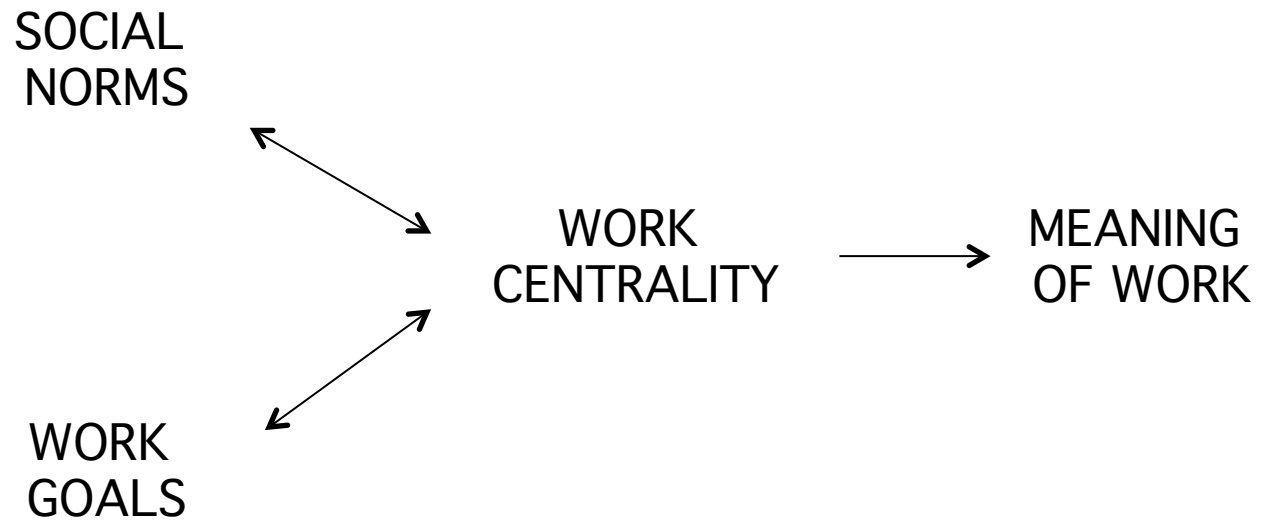
RELATIONSHIP TO WORKING: Some –spontaneous– reflections

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PROGRAM

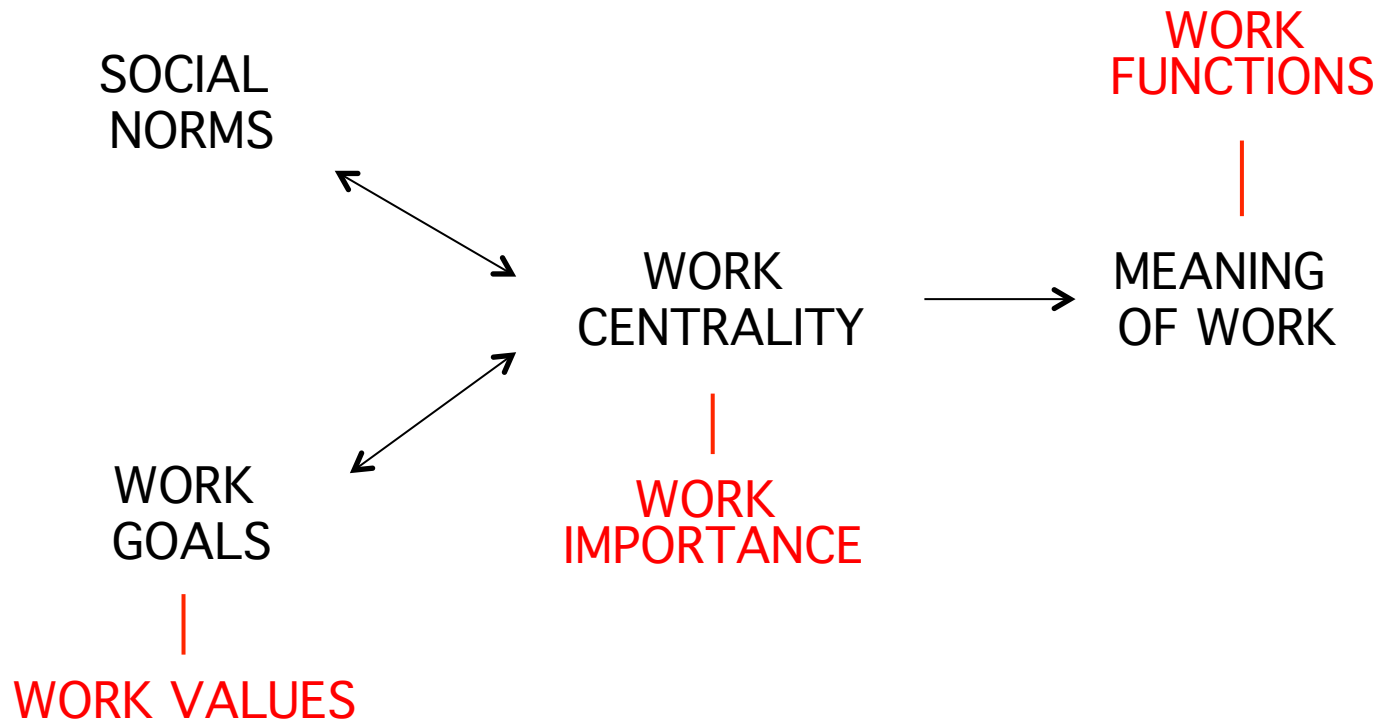
- The relationship to work construct
- Operationalization for qualitative research
- The “generational” trap
- Research perspectives

CONSTRUCT

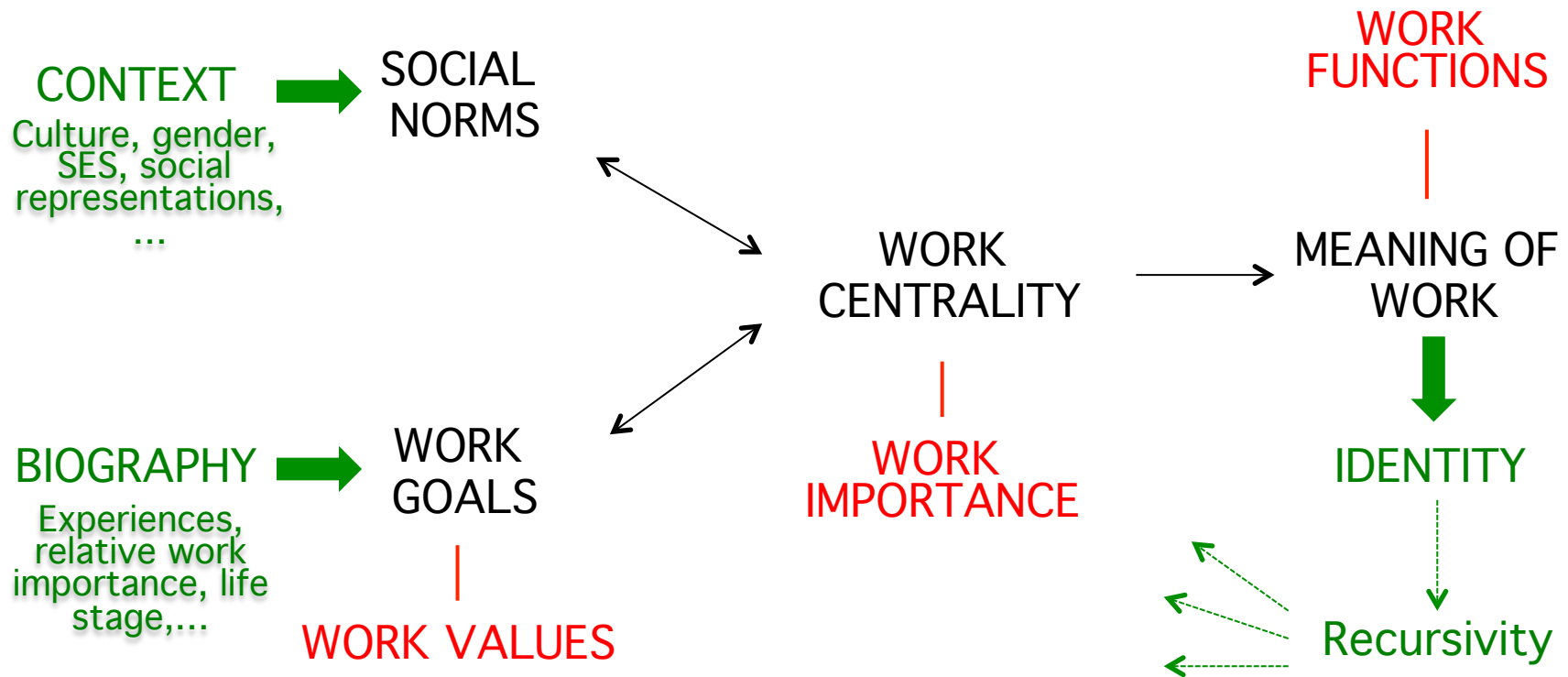


Mow international research team (1987)
Mercure & Vultur (2010)

CONSTRUCT



CONSTRUCT



OPERATIONALIZATION

MOW VARIABLES

- **ABSOLUTE AND RELATIVE WORK IMPORTANCE:** *What importance do you assign to working, in your life? How would you classify the importance of working, i.e. comparatively to family, friends, and leisure?*
- **WORK FUNCTIONS:** *What do you expect from working? For what particular reasons is working important in your life?*
- **WORK VALUES:** *What do you seek in your future occupation? How would you conceive an “ideal” job?*

Masdonati, Fournier, Pinault, & Lahrizi (in press); Masdonati, Fournier, & Boisvert (2014)

OPERATIONALIZATION

- The « GOOD MOOD » question:
What would it take to get up in a good mood on a working day?
- The « LOTTERY » question:
If you win the lottery, would you still work... and why?

Masdonati, Fournier, Pinault, & Lahrizi (in press); Masdonati, Fournier, & Boisvert (2014)

OPERATIONALIZATION

ADDED VARIABLES

- **WORK REPRESENTATIONS:** *What do people generally say about the current labor market? To what extent do you agree with this picture?*
- **WORK SPHERE IDENTITY:** *What does it mean to you to be a worker? How do you picture yourself as... (occupation X)? To what extent are you proud to say that you work as... (occupation X)?*

Masdonati, Fournier, Pinault, & Lahrizi (in press); Masdonati, Fournier, & Boisvert (2014)

TRAPS

- **SAMPLING** : what about the “forgotten half” and the “missing middle”?
- **GENERATION** : “is there a *there* there?”
- **AMBIGUITY** : historical context or generation gap?
- **CAREER** : boundaryless, precarious, or hybrid?

Blustein et al. (2000); Costanza & Finkelstein (2015); Masdonati et al. (in press);
Mercure et al. (2012); Roberts (2011); Sullivant & Baruch (2009)

PERSPECTIVES

- **STABLE VS. CHANGING FACTORS** : the influence (or not) of work (and non-work) experiences
- **INTERGROUP DIFFERENCES** : the role of culture and education
- **IDENTITY CONSTRUCTION** : a complex embeddedness with relationship to working
- **WHAT FOR?** Integrating relationship to working in career interventions

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