The Centre for Work, Organisation and Wellbeing invites you to a seminar

**Second Careers: Presented by Professor Yehuda Baruch**

Where: N61 -2.06 (Law Building– Nathan Campus)
When: Monday 27th October – 10.00am – 11.00am

In this presentation two studies will be presented that examines second careers. Two studies will be presented. The first study examines U.S. Navy admirals. This study examined career transition of senior executives from a strong bureaucratic and structured organization, into a dynamic, turbulent business environment career system. A two stage model is proposed that identifies antecedents to the success of the career succession. A survey of a unique population of U.S. Naval retired Flag-rank admirals, characterized by a need to go through career transition, yielded a 48% response rate (N = 334). Results indicate significant, meaningful support for a career transition model. The retired admirals in this study largely enjoyed a smooth transition into civilian careers. Their traditional career was associated primarily with external success, the contemporary protean career with internal success. The role of the organization proved instrumental for a successful transition.

The second study involves an empirical examination of second career of military retirees. In this study we examined the prospects of successful career transition from the defense forces and into the dynamic and turbulent civilian career, focusing on possible antecedents for success in the second career. Based on a sample of 202 high level retirees from military and civilian defense organizations in Israel, our results indicate that preparations for retirement, social capital, perception of organizational politics in the new working place and work-family conflict are related to the dependent variables and affect the retiree’s success in their second career. In addition, organizational commitment was found to serve as a mediator in these relationships. Implications for theory of career development and change, as well as practical implications and recommendations for future studies, are discussed.

**Yehuda Baruch** is a Professor of Management at Norwich Business School, UEA Norwich UK and formerly a Visiting Professor at the University of Texan at Arlington, USA and a Visiting research Fellow at London Business School. He holds a B.Sc. in Electronic Engineering (Ben Gurion, Israel), M.Sc, in Management and Behavioural Sciences (The Technion, Israel). After being a project manager in the high technology industry he encounter career in the academia. He teaches graduate and undergraduate courses in the areas of organisational behaviour and human resource management. His research interests are Global and Strategic HRM, Careers and technology impact on management, He published over 80 refereed papers in a number of journals, including Human Resource Management, Organisational Dynamics, Journal of Vocational Behaviour, Human Relations and Organization Studies. The author of Managing Career: Theory and Practice and co-editor of Wining Reviews: A guide for Evaluating Scholarly Writing and Opening the Black Box of Editorship, as well as over 25 book chapters. Professor Baruch is the editor of group & Organization Management, former editor of Career Development International and served as the Chair for the Careers Division of the Academy of Management.