

# Careers In and Out of Organizations (Foundations for Organizational Science)

*Douglas T. Hall*

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## Careers In and Out of Organizations



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**Douglas T. Hall : Careers In and Out of Organizations (Foundations for Organizational Science)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Careers In and Out of Organizations (Foundations for Organizational Science):

0 of 0 people found the following review helpful. ThanksBy Antonio Cannas NetoI recommend this product because its very good book, I use this book for teaching in a new curs and recommend for my students.1 of 1 people found the

following review helpful. Where was the editor for this book? By J. Johnston-Tyler As a professional writer myself, I admit that I have higher standards than most when reading books, but textbooks in particular seem to be getting worse, and this one is no exception. While there is a lot of good information in this book, it's very redundant -- the same information is beaten to death. Ironically, the reverse is also true. Information, particularly graphics, are brought in to the mix but never discussed in any meaningful way (like the 'career involvement' graphic in chapter 6). There is virtually no discussion about workers who are not in management -- the focus seems to be those people working in corporate America at a manager level or higher -- outside of talking about priests, there is little information on careers outside of this realm. Additionally, I found the book to be quite sexist with a definite slant toward white male bias, especially in the passages that infer (if not outright state) that those who do not make Career (with a capital C) the primary focus of their lives are somehow inferior. This thinking is woefully outdated -- just ask any mom who works outside of the home, any adult taking care of an older parent, or anyone who is actively involved in their family or community.

Careers In and Out of Organizations provides an overview of the changing context of careers and describes the role of interpersonal relationships as influences on development of a person's identity and learning. The author examines the nature of the new career contract and the different approaches that have been taken to studying career decision making. He explores how career choices are made, the developmental stages people pass through during the course of their working lives in organizations, and the factors related to career effectiveness including integrating career and personal life. The latter third of the book turns from research to the practical issues involved in applying theory including a look at how an understanding of career dynamics can be employed to make careers work better for individuals and for the work communities where they are employed.

About the Author Douglas T. Hall: Tim is the director of the Executive Development Roundtable and the Morton H. and Charlotte Friedman Professor of Management in the School of Management at Boston University. He is also faculty director of the MBA program. He has served as acting dean and associate dean of faculty development and faculty director for the masters programs at the School of Management. He received his graduate degrees from the Sloan School of Management at MIT. He has held faculty positions at Yale, York, Michigan State, and Northwestern universities and visiting positions at Columbia, Minnesota, and the U.S. Military Academy at West Point. Tim's books include *Careers In and Out of Organizations*, *The Career Is Dead Long Live the Career: A Relational Approach to Careers*, *Careers in Organizations*, *Organizational Climates and Careers*, *The Two-Career Couple*, *Experiences in Management and Organizational Behavior*, *Career Development in Organizations*, *Human Resource Management: Strategy Design and Implementation*, and *Handbook of Career Theory*. He is a recipient of the American Psychological Association's James McKeen Cattell Award (now called the Ghiselli Award) for research design, the American Society for Training and Development's Walter Storey Professional Practice Award, and the Academy of Management's Everett C. Hughes Award for Career Research. He is a fellow of the American Psychological Association, the Society for Industrial and Organizational Psychology, and the Academy of Management, where he served as a member of the Board of Governors and as president of the Organizational Behavior Division and co-founder and president of the Careers Division. Tim is married to Marcy Cray, and he has three children and five grandchildren.