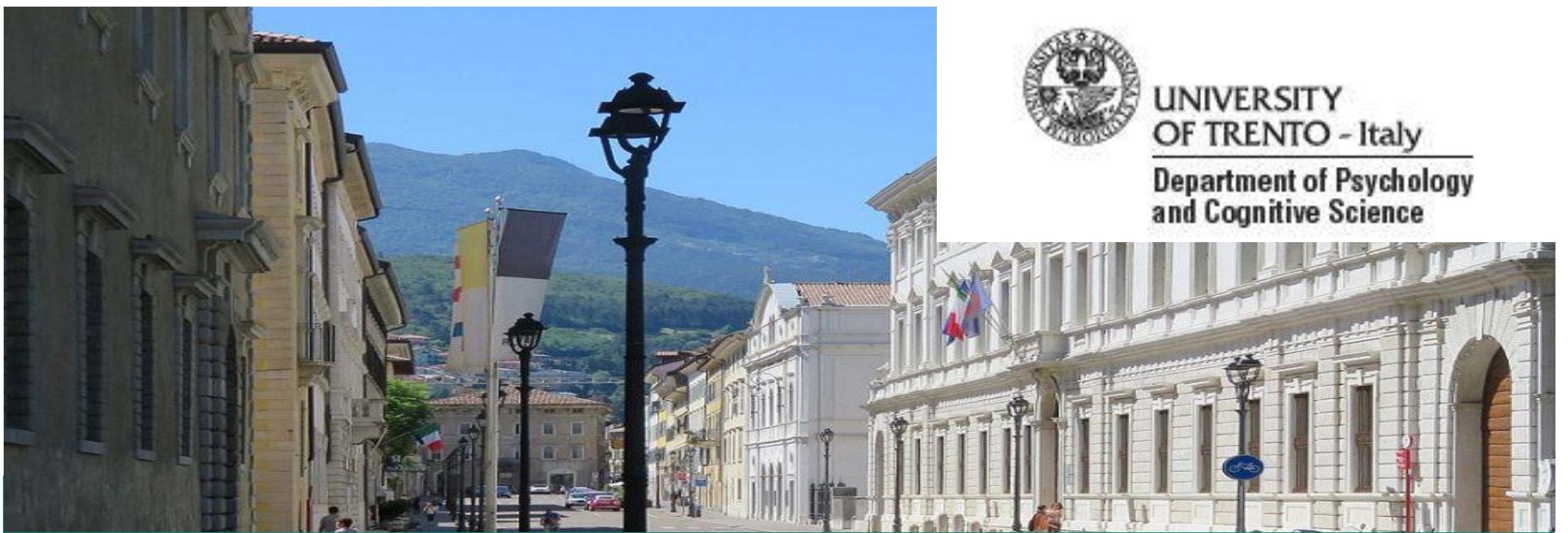




UNIVERSITY  
OF TRENTO - Italy

Department of Psychology  
and Cognitive Science



# Seminar on **TOWARDS SUSTAINABLE EMPLOYABILITY BY RESPONSIBLE CAREER MANAGEMENT STRATEGIES**

**December 6, 2016 – 14.00 - 16.00**

Palazzo dell'Istruzione, Corso Bettini, 84 - Rovereto (TN), Aula Magna

## **Beatrice van der Heijden**

Head of Department Strategic HRM, Full professor of Strategic HRM  
Radboud University Nijmegen, Institute for Management Research

Ageing and dejuvenization of the working population urge us to pay directed attention to sustainable employability policy as being part of Strategic HRM. In this seminar, a positive psychological approach is used to deal with the possibilities both employees and working organizations have to stimulate employees to develop healthy, prosperous, challenging, and productive careers until retirement age or even after that. Career development and life-long learning is one of the main HRM topics in working organizations nowadays. Not only employees themselves but also their managers should be responsible for employability enhancement throughout the career. In this seminar, the motivation for and background to employability research will be dealt with and outcomes of several recent empirical studies will be presented. Given the economic importance of fruitful careers, there is a great need for career research to focus on gaining more insight into different kinds of hindrances and facilitative factors, from a psychological as well as from a societal point of view. Only when we have a better understanding of career influences will we be able to provide structured career support that takes into account both individual, organizational, and labor market circumstances. This seminar shows that both employees and management in working organizations have a broad range of career and life-long learning strategies and activities at their disposal. However, if maximum benefit is to be derived from these strategies and activities, careful performance appraisals are needed, during which future development opportunities are specifically raised and the 'psychological contract' between both parties is constantly safeguarded.

### **SCIENTIFIC ORGANIZERS**

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