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The evolution of the boundaryless career concept: Examining physical and psychological mobility

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Abstract

Although there has been increased interest in the boundaryless career since the publication of Arthur and Rousseau's book (1996), there is still some misunderstanding about what the concept means. This article examines the boundaryless career and presents a model that attempts to visually capture Arthur and Rousseau's suggestion that the concept involves six underlying meanings. Rather than considering whether or not an individual has a boundaryless career, the model focuses on the degree of mobility reflected in a career along two continua: one psychological, one physical. Based on the model, we suggest five propositions and a series of directions for future research.





Keywords

Career; Boundaryless; Protean; Women; Transitions; Mobility; Gender

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