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Movement capital: Towards conceptual and measurement clarity

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Movement capital - definition

Movement capital refers to “the set of individual characteristics that influence the chances of mobility in the labour market” (Forrier, Sels, & Stynen, 2009, p 742).



Movement capital aspects and operationalisations

- ‘Occupational expertise’ by Van der Heijde & Van der Heijden (2006); e.g.: “I consider myself competent to engage in in-depth, specialist discussions in my job domain.”
- ‘Job-related skills’ by Eby et al (2003); e.g.: “I follow developments in the field of industry and employment regularly.”
- ‘Openness to changes at work’ by Fugate & Kinicki (2008); e.g. “I can handle job and organizational changes effectively.”
- ‘Opportunity awareness’ by Wittekind et al. (2006), e.g.: “I remain current on the trends and development in my profession”
- ‘Self-perceived individual employability’ by Rothwell and Arnold (2007); e.g.: “My personal networks in this organisation help me in my career.”

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Aims

Study 1: *Develop a **conceptual** framework*

Study 2: *Map existing **measures** onto the categories of the movement capital matrix*

Method Study 1

- Literature review
  - 55 articles
- Iterative process

e.g.:

- Thijssen (2001): Professional competences, mobility and learning competences
- Van der Heijde and van der Heijden (2006): Expertise & generic competences
- DeFillippi and Arthur (1994): ‘knowing-how’, ‘knowing-why’, ‘knowing-whom’

Results Study 1: Movement capital matrix

	Job-related: (Content)		**Career-related: (Process)**	**Development-related**
	Breadth (general)	Depth (specific)		
Human capital - **Knowledge ('I know')**	1a. General job-related knowledge	1b. Specific job-related knowledge	1c. Career-related knowledge	1d. Development-related knowledge
- **Skills ('I can')**	2a. General job-related skills	2b. Specific job-related skills	2c. Career-related skills	2d. Development-related skills
- **Attitude ('I want')**	3a. Job-related attitudes		3b. Career-related attitudes	3c. Development-related attitudes
Social capital	4a. Job-related social capital		4b. Career-related social capital	4c. Development-related social capital

Method Study 2



- Procedure: Q-sorting
- Measurements:
  222 items derived from the literature review
- 45 > 29 Participants
- Analyses:
  - Dissimilarity matrices (222 matrices)
  - ALSCAL in SAS (multidimensional scaling or MDS):
    1-22 dimensions imposed on data):
    - Micro-level: items
    - Meso-level: clustering categories
    - Macro-level: number of clusters: cut-off: .30

Results study 2: specific

	Job-related: (Content)		**Career-related: (Process)**	**Development-related**
	Breadth (general)	Depth (specific)		
Human capital - **Knowledge ('I know')**	1a. General job-related knowledge	1b. Specific job-related knowledge	**1c. Career-related knowledge (10 items)**	1d. Development-related knowledge
- **Skills ('I can')**	2a. General job-related skills	2b. Specific job-related skills	**2c. Career-related skills (10 items)**	2d. Development-related skills
- **Attitude ('I want')**	**3a. Job-related attitudes (20 items)**		**3b. Career-related attitudes (21 items)**	**3c. Development-related attitudes (138 items)**
Social capital	**4a. Job-related social capital (7 items)**		**4b. Career-related social capital (12 items)**	4c. Development-related social capital

Results study 2: with clustering

<table>
<tr><th></th><th colspan="2">Job-related: (Content)</th><th>Career-related: (Process)</th><th>Development-related</th></tr>
<tr><td></td><td>Breadth (general)</td><td>Depth (specific)</td><td rowspan="2"></td><td rowspan="2"></td></tr>
<tr><td>Human capital
- Knowledge (‘I know’)</td><td colspan="2">General & Specific job-related knowledge & Development-related knowledge</td></tr>
<tr><td>- Skills (‘I can’)</td><td>General job-related skills</td><td>Specific job-related skills</td><td>Career-related knowledge & skills (10 items)</td><td>Development-related skills</td></tr>
<tr><td>- Attitude (‘I want’)</td><td colspan="2">Job-related attitudes (24 items)</td><td colspan="2">Career-related & Development-related attitudes (29 items)</td></tr>
<tr><td>Social capital</td><td colspan="2">Job-related social capital
Development-related social capital</td><td>Career-related social capital</td><td></td></tr>
</table>

Reflection & Discussion

Study 1:

- Complex conceptual framework

Study 2:

- Exploratory data analysis:
  Combination of statistical analyses and interpretative analyses
  - First step in testing a conceptual model

- Imposed categories & no ‘representativeness indication’
  - Practical considerations

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Conclusion

- Conceptual issue: conceptual framework
- Measurement issue:
  - (Over)Representation of career-related aspects and attitudes in measurements concerning movement capital
  - Remaining categories appear to be (measurement) gaps
    - ➢ Future research



Thank you!

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Results study 2

- ALSCAL (multidimensional scaling or MDS)
  - Macro-level: number of dimensions

N-Dimensions	Badness-of-Fit	Distance Correlation	Uncorrected Distance correlation	Fit Correlation	Uncorrected Fit Correlation
4	0.40	0.31	0.95	0.40	0.92
5	0.35	0.49	0.97	0.64	0.93
6	0.31	0.54	0.98	0.69	0.95
7	0.28	0.61	0.98	0.75	0.96
8	0.26	0.62	0.99	0.76	0.97
9	0.23	0.68	0.99	0.80	0.97
10	0.21	0.69	0.99	0.80	0.98
11	0.20	0.74	0.99	0.84	0.98
12	0.18	0.77	0.99	0.86	0.98
13	0.16	0.79	1.00	0.86	0.99
14	0.15	0.86	1.00	0.92	0.99
15	0.13	0.88	1.00	0.93	0.99
16	0.12	0.91	1.00	0.95	0.99
17	0.11	0.93	1.00	0.96	0.99
18	0.10	0.94	1.00	0.97	1.00
19	0.08	0.95	1.00	0.97	1.00
20	0.07	0.96	1.00	0.98	1.00
21	0.05	0.98	1.00	0.99	1.00

Results study 2

- Meso-level: clustering categories

	Dim1	Dim2	Dim3	Dim4	Dim5	Dim6	Dim7
1a. General job-related knowledge	-0.23	-0.61	0.56	**1.44**	-1.19	0.31	1.36
1b. Specific job-related knowledge	-0.34	-0.57	0.44	**2.22**	0.20	0.07	-0.74
1c. Career-related knowledge	-0.40	**2.31**	0.57	0.62	-0.60	0.02	0.04
1d. Development-related knowledge	-0.12	-0.69	0.73	**2.10**	-0.55	-0.70	0.15
2a. General job-related skills	-0.36	-0.49	-0.12	0.50	0.35	0.97	**2.12**
2b. Specific job-related skills	-0.44	0.02	-0.32	0.30	1.40	**1.95**	0.21
2c. Career-related skills	-0.32	**2.54**	0.42	-0.21	0.39	0.15	0.01
2d. Development-related skills	-0.14	-0.51	0.57	0.21	**2.35**	-0.36	-0.12
3a. Job-related attitudes	0.02	-0.01	**-3.75**	-0.01	0.08	0.09	-0.05
3b. Career-related attitudes	**3.15**	0.75	-0.10	-0.06	0.01	0.06	-0.01
3c. Development-related attitudes	**3.29**	-0.16	-0.20	0.01	0.04	-0.02	-0.01
4a. Job-related social capital	-0.31	-0.64	0.41	-1.61	-0.32	0.09	**1.64**
4b. Career-related social capital	-0.34	-0.26	0.52	**-1.82**	0.46	1.35	-0.54
4c. Development-related social capital	-0.34	-0.59	0.68	-0.66	-0.01	-1.15	**-1.84**
Unspecified	-0.49	0.72	-1.28	0.07	0.74	**-1.91**	0.42
Unspecified: Attitudes	-0.34	-0.53	-1.34	-0.28	-0.81	**-1.84**	-0.63
Unspecified: Career-related	-0.39	**2.26**	0.61	-0.31	-0.82	-0.13	-0.18

- Micro-level: items:
  66 items had a good fit