ABSTRACT: Particularly in tight labor markets, motivational factors may play a critical role in job search success. However, the literature on job-seeking motivation tends to focus on broad measures of job-seeking effort, to the neglect of specific strategies in which job-seekers might engage. It is also largely static, failing to account for dynamic changes in motivation. To address these limitations, the job-seeking literature could benefit greatly from being more integrated with traditional motivational literatures such as self-regulation. However, these literatures have been largely silent on how individuals choose from available subgoals when pursuing higher-order goals, and they have traditionally considered some constructs as static, not allowing them to vary across time. In this presentation, I will discuss an integration and extension of the literatures on self-regulation, expectancy theory, and job search motivation, which seeks to advance understanding of both broad, fundamental motivational processes while also demonstrating their relevance to an issue of considerable and immediate practical relevance. The resulting motivational framework articulates how motivation to use job-seeking strategies is shaped by dynamic reactions to recent progress as well as factors related to perceptions of the strategies and to the overall search. Initial efforts at evaluating the model will also be discussed.

PRESENTER: Aaron Schmidt is a Marvin D. Dunnette Professor of Industrial/Organizational Psychology at the University of Minnesota, Twin Cities. He received his Ph.D. in I/O Psychology from Michigan State University in 2003. Prior to joining the faculty at UMN in 2009, he was an assistant professor of I/O Psychology at The University of Akron. His research focuses on various aspects of work motivation, particularly the self-regulation of time and effort.

Date: Friday 18 October 2013
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Sir Rod Eddington Case Study Room
Registration: Siew.Wade@uwa.edu.au by 14/10/2013
For more information: Alex.Luksyte@uwa.edu.au on 6488 2633