

Innovations in the preparation of career changes

Jiří Beck, Karel Hlavatý

Abstract: The problem of career changes is highly relevant. It many-sided affects everyone, at any age, whether it is a period of preparation for employment, of preventing unemployment, during the intensive phase of the economically active life, or the transition to the saturated phase of economically active life, and of older age. The diversity of theoretical approaches to the problem brings also the diversity in defining career and career changes. The problem of career is being researched mostly by the theory of management and the theory of human resources. Also psychology (and related medical disciplines) has many conclusions about the age of 50 years, and also sociology of the social aspects of this age. The period of career changes is also partially examined by economics (life-cycle hypothesis, theory of welfare). The result of this paper is to map the areas of relevant innovations that can positively influence the preparation of career changes for individuals, for business organisations, for state and local authorities and for non-profit organizations.

Keywords: economically active life, second career, changing nature of work, professional mobility, midlife crisis, hypothesis of life cycle, well-being, innovation

JEL Classification: B49, D10, J620, J720