

Occupational Change Readiness at Career Transition Points in Those at the Beginning of Their Working Life¹

Kathleen Otto*, Dorothea E. Dette-Hagenmeyer** & Claudia Dalbert***

* University of Leipzig, Germany

** Ludwigsburg University of Education, Germany

*** Martin Luther University of Halle-Wittenberg, Germany

ABSTRACT

In times of patchwork biographies, it has become commonplace for people to move from one occupation to another in the course of their working lives. In two cross-sectional studies we investigated the occupational change readiness of school students who are approaching the transition from school to vocational training (Study 1), and apprentices who are approaching the transition to their first „real“ job (Study 2).

Our results are in line with the hypotheses that a strong occupational identity and high job satisfaction make young people less willing to change occupations, whereas uncertainty tolerance and high (change-related) self-efficacy are resources that strengthen occupational change readiness in those at the beginning of their working life.

Keywords

occupational change – uncertainty tolerance – self-efficacy – apprentices – school students

¹ We would like to thank Thomas Rigotti and Mirjam Uchronski for helpful comments on earlier versions of this paper.