

EdUHK Tin Ka Ping Education Fund Talk Series

Person-Environment Fit and Career Development in the Boundaryless Career Era

15 Nov 2023 (Wed) 10:00 am – 11:15 am (HKT, GMT+8)

Hybrid: Physical at D1-LP-07, EdUHK Tai Po Campus | Virtual via Zoom*

Language: English



Professor Yanjun GUAN

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Professor Guan's international, collaborative research focuses on person-environment fit in cross-cultural settings, and the role of national culture in individuals' social cognition and behavior. Professor Guan has had extensive international work experience at the Hong Kong Polytechnic University, Renmin University of China, and the University of Surrey in the UK, and became the first Chinese Professor of Durham University Business School in 2017, before returning to work in China. Prof. Guan is an Associate Editor for the Journal of Vocational Behavior, has published more than 60 research articles in both psychology and management journals, and gives regular public talks. He has provided consultation services for institutions such as Shell China, Air China Limited, and the State Grid.

Abstract

Person-environment (P-E) fit has been a central research area in vocational and organizational psychology, with important implications for mental health and career satisfaction. However, the study of fit has been criticized for (1) vague conceptualizations that may obscure the meaning of P-E fit and its relationship with other constructs, (2) overlooking new issues emerging from the fast-changing career world, and (3) a lack of interdisciplinary integration of research findings and theoretical perspectives. Prof. Guan will report his collaborative projects that aim to address these important issues and offer an agenda for future research. Drawing upon an interdisciplinary approach, Prof. Guan will introduce his research focusing on the mixed effects of P-E misfit on employee performance; examine the use of an Identity-Capability-Reward (ICR) and Cybernetic Development models to re-conceptualize P-E fit and its effects in a boundaryless career world; and discuss the implications for human resource management and other relevant fields.

Moderator

Dr Emma Buchtel

Associate Professor, Department of Psychology
Member, Centre of Psychosocial Health
The Education University of Hong Kong



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Enquiries

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