

**A NEW CONCEPTUALIZATION OF CAREER SYSTEM, ITS
DIMENSIONS AND PROPOSED MEASURES**

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Research on careers has largely focused at the individual level while career research from the perspective of the organization has been relatively scanty. Management of employee careers has positive individual and organizational outcomes. Despite this, organizations vary considerably in its provision of career system practices and it would be interesting to understand this phenomenon. In spite of considerable academic and practitioner interest, the conceptualization of career systems remains ambiguous. A key issue is the lack of a consistent definition and clear conceptual boundaries. The specific contribution of this paper is in developing a clear and concise definition of career system which could capture different organizational realities. In so doing, we draw insights from a number of discreet literature streams. We also elaborate the different dimensions that this conceptualization puts forth and try to come out with measures which could aid further research work in this area.

Key Words/Phrases: Career Systems, Internal Labour Market, Career Management, Career Research

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