

## Editorial

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This third issue of volume 14 of our *Journal* includes four distinctive contributions, from three different continents, three quantitative studies and one review or theoretical contribution. It is important to note that half of these contributions are from Asia, while one is from North America, and one from Europe. The authors of the first study, conducted in a Malaysian context, described the relationships between social valuation of entrepreneurship, subjective norms of entrepreneurship, entrepreneurial self-efficacy, along with attitudes toward entrepreneurship, and entrepreneurial intentions, and how these relationships are moderated by the participants' gender. The authors of the second contribution described the impact of learning disabilities on several aspects related to people's career development, such as academic achievements or self-determination. This authors of this contribution also analyzed how counseling theories might take into account learning disabilities and presents some practical implications. In a large sample from Hong Kong, the authors of the third contribution showed how career maturity can predict the ability of finding a job and how this relationship is moderated by emotional intelligence or social vocational interest. In the last contribution of this issue, the authors studied the predictors of employee's learning intention and observed that self-directedness, organizational support, and growth possibilities were especially important positive predictors.

In the first contribution, “The moderating role of gender in shaping entrepreneurial intentions: implications for vocational guidance,” Afsaneh Bagheri and Zaidatol Akmaliah Lope Pihie, studied the factors influencing entrepreneurial intentions in a large sample of Malaysian University students. They observed that two personal factors, attitudes toward entrepreneurship and entrepreneurial

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self-efficacy, and two contextual factors, subjective norms of entrepreneurship and social valuation of entrepreneurship, have an impact on entrepreneurial intentions. The most important predictor was attitudes toward entrepreneurship for both men and women. The relative importance of entrepreneurial self-efficacy was slightly higher for men, whereas social valuation of entrepreneurship seemed more important for women. The moderating role of gender on both personal and social factors may indicate that interventions taking into account people's profiles as well as social and cultural contexts, or more generally having an important impact on people's career development, might be well adapted.

In the second contribution, "Career guidance for learning-disabled youth," Charles P. Chen and Janice Chan analyzed how learning disabilities should be taken into consideration in a career guidance intervention. After describing the numerous disorders likely to lead to learning disabilities, they briefly summarized the impact of these disabilities on people career development. More precisely, they reviewed the influence of these disabilities on academic achievement, self- and career-awareness, social competences, and self-determination. Considering Super's life-span life-space theory, the authors suggested that it might be important to take into account career maturity with the people suffering from learning disabilities who are known for having a lower career maturity. They also suggested that learning-disabled youth's social skills and what they call "teaching entry skills," like persistence or flexibility, should be increased. Dysfunctional thoughts might also be identified and corrected in order to enhance their self-determination. According to the authors, it would be interesting to compare the effectiveness of a regular career intervention with a specific intervention including the key tenets suggested by the authors in a learning-disabled youth population.

In the third article, "Career maturity and job attainment: The moderating roles of emotional intelligence and social vocational interest," Yan Liu, Kelly Peng, and Chi-Sum Wong conducted a quantitative study on a large sample of young job seekers from Hong Kong. The aim of their research was to investigate the impact of career maturity on the ability to find a new job within six months and to study whether emotional intelligence and social vocational interests might have a direct or an indirect impact on job attainment. Results showed that age and career maturity were positively linked to job attainment and that both emotional intelligence and social vocational interests moderated the impact of career maturity. This study illustrated a cumulative aspect of positive resources. Results suggested that career maturity has a strong impact on the ability to find a job, especially when people have high social competencies. These results indicated that career interventions for unemployed people should promote both career maturity and social competencies.

In the last contribution, "Employees' willingness to participate in work-related learning: A multilevel analysis of employees' learning intentions," Eva Kyndt, Patrick Onghena, Kelly Smet, and Filip Dochy studied the factors that might have an impact on workers' learning intentions. They observed that both individual and organizational factors have an influential effect. The main predictor of employees' learning intentions was self-directedness in career processes. Self-directedness is, thus, a central factor to consider when studying career development. Aside from this individual factor, two organizational factors were also very important:

organizational support and growth possibilities. Support and the ability to use the newly acquired skills concretely are very significant in understanding employees' learning intentions. Interestingly, this study did not confirm the results found by others that self-efficacy would be an important predictor of learning intentions. The authors suggested that the relative importance of self-efficacy might depend on the organizational context. This should, of course, be further studied and developed.

All of the studies in this issue have interesting practical implications. Notably, they help us to understand our clients' career development, which depends on their social and organizational environments, as well as their individual difficulties and strengths. We hope that this issue will bring you a number of new and interesting insights that will contribute to your own professional development. We wish you pleasant reading, hoping that this issue will stimulate your own thoughts and lead to other contributions to our *Journal*.