

Systematic Literature Review and Bibliometric Analysis of Interorganizational Employee Mobility Determinants

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Abstract : Since the boundaryless career, with its emphasis on cross-employer movements, was introduced as a new paradigm of career development, inter-organizational employee mobility has been increasing. Although this phenomenon may have positive implications for individual careers and destination organizations, the consequences for the source organizations losing workers are less clear. The aim of this paper is thus to develop a comprehensive typology of possible inter-organizational employee mobility determinants. Since the most common classification differentiates between mobility determinants at different levels (i.e., economic, organizational, and individual), this paper focuses on building a comprehensive multi-level typology of inter-organizational mobility determinants across diverse sectors and industries. By using a structured literature review approach and bibliometric analysis, the paper reveals both intricate relationships between different mobility determinants and the complexity of inter-organizational networks and social ties. The latter appears as both a mobility determinant (at the organizational and individual level) and a mobility effect. Indeed, inter-organizational employee mobility leads to the formation of networks between source and destination organizations. These networks are practically based on the social ties between mobile employees and their colleagues and, in this way, they close the "inter-organizational employee mobility - inter-organizational network/ties" circle. The paper contributes to the career development literature by uncovering hitherto underexplored diverse determinants of intra- and inter-sectoral mobility as well as the conflicting results of the existing studies on some factors (e.g., inter-organizational networks and/or social ties) that appear both as a mobility determinant and a mobility effect.

Keywords : inter-organizational mobility, social ties, inter-organizational network, knowledge transfer

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