## VOCATIONAL INTERESTS IN THE WORKPLACE

Rethinking Behavior at Work

Edited by Christopher D. Nye and James Rounds



## **CONTENTS**

List of Figures List of Tables Contributors Foreword		ix xi xii xvii
	Introduction Christopher D. Nye and James Rounds	1
1	The Nature of Interests: Toward a Unifying Theory of Trait-State Interest Dynamics Rong Su, Gundula Stoll, and James Rounds	11
2	Interest Development as a Dynamic Process in the Workplace K. Ann Renninger and Suzanne E. Hidi	39
3	A History of Vocational Interest Measurement Michael J. Zickar and Hanyi Min	59
4	Interest Measurement Oleksandr S. Chernyshenko, Stephen Stark, and Christopher D. Nye	80
5	Vocational Interests and Work Outcomes Christopher D. Nye, Sarena Bhatia, and Joshua J. Prasad	97

## viii Contents

6	Personnel Selection and Vocational Interests: Recent Research and Future Directions Frederick L. Oswald, Leaetta M. Hough, and Chen Zuo	129
7	Vocational Interests and Meaningful Work  M. Teresa Cardador	142
8	The Importance of Interests for Understanding Retirement  Laura Venz and Mo Wang	165
9	New(ish) Directions for Vocational Interests Research Robert Hogan and Ryne A. Sherman	189
10	Connecting Concepts: Effects of Diversity of Interests and Interests' Effects on Diversity  Ann Marie Ryan and Danielle D. King	205
11	Vocational Interests in a Global Business Environment Jason L. Huang, Shan Ran, and Mengqiao Liu	224
12	Development of Vocational Interests in Adulthood  Bart Wille and Filip De Fruyt	251
13	The Role of Interests in the Development of Expertise: A Multifactorial Perspective David Z. Hambrick, Alexander P. Burgoyne, and Frederick L. Oswald	280
Inde	ex	301