Supplemental Material 1

Included Career Success Articles (*k* = 244)

1. Abele, A. E., & Spurk, D. 2009. How do objective and subjective career success interrelate over time? *Journal of Occupational and Organizational Psychology*, 82: 803–823.
2. Abele, A. E., & Spurk, D. 2009. The longitudinal impact of self-efficacy and career goals on objective and subjective career success. *Journal of Vocational Behavior*, 74: 53–62.
3. Abele, A. E., & Wiese, B. S. 2008. The nomological network of self-management strategies and career success. *Journal of Occupational and Organizational Psychology*, 81: 733–749.
4. Allen, B. C. 2011. The role of professional identity commitment in understanding the relationship between casual employment and perceptions of career success. *Career Development International,* 16: 195-216.
5. Allen, T. D., Lentz, E., & Day, R. 2006. Career success outcomes associated with mentoring others: A comparison of mentors and nonmentors. *Journal of Career Development*, 32: 272-285.
6. Andresen, M., & Biemann, T. 2013. A taxonomy of internationally mobile managers. *The International Journal of Human Resource Management*, 24: 533–557.
7. Ardts, J. C., van der Velde, M. E., & Maurer, T. J. 2010. The influence of perceived characteristics of management development programs on employee outcomes. *Human Resource Development Quarterly*, 21: 411-434.
8. Armstrong-Stassen, M. 2003. Job transfer during organizational downsizing: A comparison of promotion and lateral transfers. *Group & Organization Management*, 28: 392–415.
9. Aryee, S., Chay, Y. W., & Tan, H. H. 1994. An examination of the antecedents of subjective career success among a managerial sample in Singapore. *Human Relations*, 47: 487-509.
10. Aryee, S., Wyatt, T., & Stone, R. 1996. Early career outcomes of graduate employees: The effect of mentoring and ingratiation. *Journal of Management Studies*, 33: 95–118.
11. Ashby, J. S., & Schoon, I. 2010. Career success: The role of teenage career aspirations, ambition value and gender in predicting adult social status and earnings. *Journal of Vocational Behavior*, 77: 350-360.
12. Bal, P. M., Kleef, M., & Jansen, P. G. 2015. The impact of career customization on work outcomes: Boundary conditions of manager support and employee age. *Journal of Organizational Behavior*, 36: 421-440.
13. Ballout, H. I. 2009. Career commitment and career success: Moderating role of self-efficacy. *Career Development International*, 14: 655-670.
14. Baruch, Y., & Lavi-Steiner, O. 2015. The career impact of management education from an average-ranked university: Human capital perspective. *Career Development International*, 20: 218-237.
15. Baruch, Y., Bell, M. P., & Gray, D. 2005. Generalist and specialist graduate business degrees: Tangible and intangible value. *Journal of Vocational Behavior*, 67: 51–68.
16. Biemann, T., & Braakmann, N. 2013. The impact of international experience on objective and subjective career success in early careers. *The International Journal of Human Resource Management*, 24: 3438–3456.
17. Blake-Beard, S. D. 1999. The costs of living as an outsider within: An analysis of the mentoring relationships and career success of black and white women in the corporate sector. *Journal of Career Development*, 26: 21–36.
18. Blickle, G., Diekmann, C., Schneider, P. B., Kalthöfer, Y., & Summers, J. K. 2012. When modesty wins: Impression management through modesty, political skill, and career success—a two-study investigation. *European Journal of Work and Organizational Psychology*, 21: 899-922.
19. Blickle, G., Momm, T., Liu, Y., Witzki, A., & Steinmayr, R. 2011. Construct validation of the Test of Emotional Intelligence (TEMINT) a two-study investigation. *European Journal of Psychological Assessment*, 27: 282–289.
20. Blickle, G., Oerder, K., & Summers, J. K. 2010. The impact of political skill on career success of employees’ representatives. *Journal of Vocational Behavior*, 77: 383–390.
21. Blickle, G., Witzki, A. H., & Schneider, P. B. 2009. Mentoring support and power: A three-year predictive field study on protégé networking and career success. *Journal of Vocational Behavior*, 74: 181–189.
22. Blickle, G., Witzki, A., & Schneider, P. B. 2009. Self-initiated mentoring and career success: A predictive field study. *Journal of Vocational Behavior*, 74: 94–101.
23. Borteyrou, X., Lievens, F., Bruchon-Schweitzer, M., Congard, A., & Rascle, N. 2015. Incremental validity of leaderless group discussion ratings over and above general mental ability and personality in predicting promotion. *International Journal of Selection and Assessment*, 23: 373–381.
24. Boudreau, J. W., Boswell, W. R., & Judge, T. A. 2001. Effects of personality on executive career success in the United States and Europe. *Journal of Vocational Behavior*, 58: 53–81.
25. Bozionelos, N. 2004. Mentoring provided: Relation to mentor’s career success, personality, and mentoring received. *Journal of Vocational Behavior*, 64: 24–46.
26. Bozionelos, N. 2004. The relationship between disposition and career success: A British study. *Journal of Occupational and Organizational Psychology*, 77: 403–420.
27. Bozionelos, N. 2006. Mentoring and expressive network resources: Their relationship with career success and emotional exhaustion among Hellenes employees involved in emotion work. *The International Journal of Human Resource Management*, 17: 362–378.
28. Bozionelos, N. 2008. Intra‐organizational network resources. *Personnel Review*, 37: 249–263.
29. Bozionelos, N., & Bozionelos, G. 2010. Mentoring received by protégés: Its relation to personality and mental ability in the Anglo-Saxon organizational environment. *International Journal of Human Resource Management*, 21: 509–529.
30. Bozionelos, N., & Wang, L. 2006. The relationship of mentoring and network resources with career success in the Chinese organizational environment. *The International Journal of Human Resource Management*, 17: 1531-1546.
31. Bozionelos, N., Bozionelos, G., Kostopoulos, K., & Polychroniou, P. 2011. How providing mentoring relates to career success and organizational commitment: A study in the general managerial population. *Career Development International*, 16: 446–468.
32. Bozionelos, N., Kostopoulos, K., Van Der Heijden, B., Rousseau, D. M., Bozionelos, G., Hoyland, T., Mia, R., Marzec, I., Jędrzejowicz, P., Epitropaki, O., Mikkelsen, A., Scholarios, D., & Van der Heijde, C. 2016. Employability and job performance as links in the relationship between mentoring receipt and career success: A study in SMEs. *Group & Organization Management*, 41: 135-171.
33. Bretz, R. D., & Judge, T. A. 1994. Person-organization fit and the theory of work adjustment: Implications for satisfaction, tenure, and career success. *Journal of Vocational Behavior*, 44: 32-54.
34. Briscoe, J. P., Henagan, S. C., Burton, J. P., & Murphy, W. M. 2012. Coping with an insecure employment environment: The differing roles of protean and boundaryless career orientations. *Journal of Vocational Behavior*, 80: 308–316.
35. Byrne, Z. S., Dik, B. J., & Chiaburu, D. S. 2008. Alternatives to traditional mentoring in fostering career success. *Journal of Vocational Behavior*, 72: 429–442.
36. Chen, D. R., Lin, Y. Y., & Chung, K. P. 2008. Career stress and female managers’ health in Taiwan’s hospitals: A multilevel model approach. *Health Care Management Review*, 33: 40–50.
37. Chênevert, D., & Tremblay, M. 2002. Managerial career success in Canadian organizations: Is gender a determinant? *The International Journal of Human Resource Management*, 13: 920–941.
38. Cheramie, R. 2013. An examination of feedback-seeking behaviors, the feedback source and career success. *Career Development International*, 18: 712–731.
39. Cheung, Y. H., Herndon, N. C., & Dougherty, T. W. 2016. Core self-evaluations and salary attainment: The moderating role of the developmental network. *International Journal of Human Resource Management*, 27: 67–87.
40. Childs, A. K. R. 1986. Successfully predicting career success: An application of the biographical inventory. *Journal of Applied Psychology*, 71: 3–8.
41. Cho, T., & Ryu, K. 2016. The impacts of family-work conflict and social comparison standards on Chinese women faculties’ career expectation and success, moderating by self-efficacy. *Career Development International*, 21: 299-316.
42. Choi, D., Oh, I. S., Guay, R. P., & Lee, E. 2011. Why do emotionally intelligent people have positive work attitudes? The mediating role of situational judgment effectiveness. *International Journal of Selection and Assessment*, 19: 352-362.
43. Chow, I. H. S. 2002. Organizational socialization and career success of Asian managers. *International Journal of Human Resource Management*, 13: 720–737.
44. Chudzikowski, K. 2012. Career transitions and career success in the “new” career era. *Journal of Vocational Behavior*, 81: 298–306.
45. Clark, M., & Arnold, J. 2008. The nature, prevalence and correlates of generativity among men in middle career. *Journal of Vocational Behavior*, 73: 473–484.
46. Cocchiara, F. K., Kwesiga, E., Bell, M. P., & Baruch, Y. 2010. Influences on perceived career success: Findings from US graduate business degree alumni. *Career Development International*, 15: 39–58.
47. Cochran, D. B., Wang, E. W., Stevenson, S. J., Johnson, L. E., & Crews, C. 2011. Adolescent occupational aspirations: Test of Gottfredson’s theory of circumscription and compromise. *The Career Development Quarterly*, 59: 412–427.
48. Cohen, A., Granot-Shilovsky, L., & Yishai, Y. 2007. The relationship between personal, role, and organizational variables and promotion to managerial positions in the Israeli educational system. *Personnel Review*, 36: 6–22.
49. Colakoglu, S. N. 2011. The impact of career boundarylessness on subjective career success: The role of career competencies, career autonomy, and career insecurity. *Journal of Vocational Behavior*, 79: 47–59.
50. Converse, P. D., Pathak, J., DePaul-Haddock, A. M., Gotlib, T., & Merbedone, M. 2012. Controlling your environment and yourself: Implications for career success. *Journal of Vocational Behavior*, 80: 148–159.
51. Converse, P. D., Thackray, M., Piccone, K., Sudduth, M. M., Tocci, M. C., & Miloslavic, S. A. 2016. Integrating self-control with physical attractiveness and cognitive ability to examine pathways to career success. *Journal of Occupational and Organizational Psychology*, 89: 73–91.
52. Cotton, R. D., Shen, Y., & Livne-Tarandach, R. 2011. On becoming extraordinary: The content and structure of the developmental networks of major league baseball hall of famers. *Academy of Management Journal*, 54: 15–46.
53. Cox, T. H., & Harquail, C. V. 1991. Career paths and career success in the early career stages of male and female MBAs. *Journal of Vocational Behavior*, 39: 54–75.
54. Dahling, J. J., & Lauricella, T. K. 2017. Linking job design to subjective career success: A test of self-determination theory. *Journal of Career Assessment*, 25: 371–388.
55. Day, R., & Allen, T. D. 2004. The relationship between career motivation and self-efficacy with protégé career success. *Journal of Vocational Behavior*, 64: 72–91.
56. De Haro, J. M., Castejón, J. L., & Gilar, R. 2013. General mental ability as moderator of personality traits as predictors of early career success. *Journal of Vocational Behavior*, 83: 171–180.
57. De Vos, A., & Soens, N. 2008. Protean attitude and career success: The mediating role of self-management. *Journal of Vocational Behavior*, 73: 449–456.
58. De Vos, A., De Clippeleer, I., & Dewilde, T. 2009. Proactive career behaviours and career success during the early career. *Journal of Occupational and Organizational Psychology*, 82: 761–777.
59. De Vos, A., De Hauw, S., & Van der Heijden, B. I. 2011. Competency development and career success: The mediating role of employability. *Journal of Vocational Behavior*, 79: 438-447.
60. De Vos, A., Dewettinck, K., & Buyens, D. 2009. The professional career on the right track: A study on the interaction between career self-management and organizational career management in explaining employee outcomes. *European Journal of Work and Organizational Psychology*, 18: 55–80.
61. Dikkers, J., Van Engen, M., & Vinkenburg, C. 2010. Flexible work: Ambitious parents' recipe for career success in The Netherlands. *Career Development International*, 15: 562–582.
62. Dilchert, S., & Ones, D. S. 2008. Personality and extrinsic career success. *Zeitschrift für Personalpsychologie*, 7: 1–23.
63. Dolan, S. L., Bejarano, A., & Tzafrir, S. 2011. Exploring the moderating effect of gender in the relationship between individuals’ aspirations and career success among engineers in Peru. *International Journal of Human Resource Management*, 22: 3146.
64. Dougherty, T. W., Dreher, G. F., Arunachalam, V., & Wilbanks, J. E. 2013. Mentor status, occupational context, and protégé career outcomes: Differential returns for males and females. *Journal of Vocational Behavior*, 83: 514–527.
65. Dreher, G. F., & Bretz, R. D. 1990. Cognitive ability and career attainment: Moderating effects of early career success. *Journal of Applied Psychology*, 76: 392–397.
66. Dreher, G. F., & Chargois, J. A. 1998. Gender, mentoring experiences, and salary attainment among graduates of an historically black university. *Journal of Vocational Behavior*, 53: 401–416.
67. Dreher, G. F., & Cox, T. H. 1996. Race, gender, and opportunity: A study of compensation attainment and the establishment of mentoring relationships. *Journal of Applied Psychology*, 81: 297–308.
68. Dries, N., Pepermans, R., & De Kerpel, E. 2008. Exploring four generations' beliefs about career: Is “satisfied” the new “successful”? *Journal of Managerial Psychology*, 23: 907-928.
69. Dries, N., Pepermans, R., Hofmans, J., & Rypens, L. 2009. Development and validation of an objective intra-organizational career success measure for managers. *Journal of Organizational Behavior*, 30: 543–560.
70. Eby, L. T., Butts, M., & Lockwood, A. 2003. Predictors of success in the era of the boundaryless career. *Journal of Organizational Behavior*, 24: 689–708.
71. Eby, L. T., Durley, J. R., Evans, S. C., & Ragins, B. R. 2006. The relationship between short-term mentoring benefits and long-term mentor outcomes. *Journal of Vocational Behavior*, 69: 424–444.
72. Enache, M., Sallan, J. M., Simo, P., & Fernandez, V. 2011. Examining the impact of protean and boundaryless career attitudes upon subjective career success. *Journal of Management and Organization*, 17: 460–474.
73. Ensher, E. A., Thomas, C., & Murphy, S. E. 2001. Comparison of traditional, step-ahead, and peer mentoring on protégés' support, satisfaction, and perceptions of career success: A social exchange perspective. *Journal of Business and Psychology*, 15: 419-438.
74. Erdogan, B., & Bauer, T. N. 2005. Enhancing career beneﬁts of employee proactive personality: The role of ﬁt with jobs and organizations. *Personnel Psychology*, 58: 859–891.
75. Erdogan, B., Kraimer, M. L., & Liden, R. C. 2004. Work value congruence and intrinsic career success: The compensatory roles of leader-member exchange and perceived organizational support. *Personnel Psychology*, 57: 305-332.
76. Fang, T., Zikic, J., & Novicevic, M. M. 2009. Career success of immigrant professionals: Stock and flow of their career capital. *International Journal of Manpower*, 30: 472–488.
77. Forret, M. L., & Dougherty, T. W. 2004. Networking behaviors and career outcomes: Differences for men and women? *Journal of Organizational Behavior*, 25: 419–437.
78. Francis-Smythe, J., Haase, S., Thomas, E., & Steele, C. 2013. Development and validation of the career competencies indicator (CCI). *Journal of Career Assessment*, 21: 227-248.
79. Ganzach, Y., & Pazy, A. 2015. Cognitive versus non-cognitive individual differences and the dynamics of career success. *Applied Psychology: An International Review*, 64: 701–726.
80. Gao‐Urhahn, X., Biemann, T., & Jaros, S. J. 2016. How affective commitment to the organization changes over time: A longitudinal analysis of the reciprocal relationships between affective organizational commitment and income. *Journal of Organizational Behavior,* 37: 515 – 536.
81. Garcia, J. M. D., & Costa, J. L. C. 2014. Does trait emotional intelligence predict unique variance in early career success beyond IQ and personality? *Journal of Career Assessment*, 22: 715–725.
82. Gowan, M. A. 2012. Employability, well-being and job satisfaction following a job loss. *Journal of Managerial Psychology*, 27: 780–798.
83. Grimland, S., Vigoda-Gadot, E., & Baruch, Y. 2012. Career attitudes and success of managers: The impact of chance event, protean, and traditional careers. *The International Journal of Human Resource Management*, 23: 1074–1094.
84. Grote, G., & Raeder, S. 2009. Careers and identity in flexible working: Do flexible identities fare better? *Human Relations*, 62: 219–244.
85. Guan, Y., Wang, Z., Dong, Z., Liu, Y., Yue, Y., Liu, H., Zhang, Y., Zhou, W., & Liu, H. 2013. Career locus of control and career success among Chinese employees: A multidimensional approach. *Journal of Career Assessment*, 21: 295–310.
86. Guan, Y., Wen, Y., Chen, S. X., Liu, H., Si, W., Liu, Y., Wang, Y., Fu, R., Zhang, Y., & Dong, Z. 2014. When do salary and job level predict career satisfaction and turnover intention among Chinese managers? The role of perceived organizational career management and career anchor. *European Journal of Work and Organizational Psychology*, 23: 596-607.
87. Guan, Y., Zhou, W., Ye, L., Jiang, P., & Zhou, Y. 2015. Perceived organizational career management and career adaptability as predictors of success and turnover intention among Chinese employees. *Journal of Vocational Behavior*, 88: 230–237.
88. Guerrero, S., Jeanblanc, H., & Veilleux, M. 2016. Development idiosyncratic deals and career success. *Career Development International*, 21: 19-30.
89. Gurbuz, S., Habiboglu, O. S., & Bingol, D. 2016. Who is being judged promotable: Good actors, high performers, highly committed or birds of a feather? *International Journal of Selection and Assessment*, 24: 197–208.
90. Gutteridge, T. G. 1973. Predicting career success of graduate business school alumni. *Academy of Management Journal*, 16: 129–137.
91. Hamori, M. 2007. Career success after stigmatizing organizational events. *Human Resource Management*, 46: 493-511.
92. Hamori, M. 2014. Executive career success in search-firm-mediated moves across employers. *International Journal of Human Resource Management*, 25: 390–411.
93. Hamori, M., & Kakarika, M. 2009. External labor market strategy and career success: CEO careers in Europe and the United States. *Human Resource Management*, 48: 355-378.
94. Hamori, M., & Koyuncu, B. 2011. Career advancement in large organizations in Europe and the United States: Do international assignments add value? *The International Journal of Human Resource Management*, 22: 843–862.
95. Han, G. 2010. Trust and career satisfaction: The role of LMX. *Career Development International*, 15: 437-458.
96. Harris, K. J., Kacmar, K. M., & Carlson, D. S. 2006. An examination of temporal variables and relationship quality on promotability ratings. *Group & Organization Management*, 31: 677–699.
97. Harvey, P., Harris, R. B., Harris, K. J., & Wheeler, A. R. 2007. Attenuating the effects of social stress: The impact of political skill. *Journal of Occupational Health Psychology*, 12: 105–115.
98. Hayek, M., Thomas, C. H., Novicevic, M. M., & Montalvo, D. 2016. Contextualizing human capital theory in a non-Western setting: Testing the pay-for-performance assumption. *Journal of Business Research*, 69: 928–935.
99. Heijde, C. M., & Van Der Heijden, B. I. 2006. A competence‐based and multidimensional operationalization and measurement of employability. *Human Resource Management*, 45: 449-476.
100. Hennekam, S. 2016. Competencies of older workers and its influence on career success and job satisfaction. *Employee Relations*, 38: 130-146.
101. Heslin, P. A. 2003. Self- and other-referent criteria of career success. *Journal of Career Assessment*, 11: 262–286.
102. Higgins, M. C., Dobrow, S. R., & Chandler, D. 2008. Never quite good enough: The paradox of sticky developmental relationships for elite university graduates. *Journal of Vocational Behavior*, 72: 207–224.
103. Hill, A. P., & Wilson, R. M. S. 1996. Using the learning styles questionnaire to predict early career success in accounting: A power analysis. *Int. J. Sel. Assess.*, 4: 228–233.
104. Hirschfeld, R. R., Thomas, C. H., & Bernerth, J. B. 2011. Consequences of autonomous and team-oriented forms of dispositional proactivity for demonstrating advancement potential. *Journal of Vocational Behavior*, 78: 237–247.
105. Hofmans, J., Dries, N., & Pepermans, R. 2008. The career satisfaction scale: Response bias among men and women. *Journal of Vocational Behavior*, 73: 397–403.
106. Hofstetter, H., & Cohen, A. 2014. The mediating role of job content plateau on the relationship between work experience characteristics and early retirement and turnover intentions. *Personnel Review*, 43: 350-376.
107. Holland, M. G., Black, C. H., & Miner, J. B. 1987. Using managerial role motivation theory to predict career success. *Health Care Management Review*, 12: 57-64.
108. Holtschlag, C., Morales, C. E., Masuda, A. D., & Maydeu-Olivares, A. 2013. Complementary person – culture values fit and hierarchical career status. *Journal of Vocational Behavior*, 82: 144–153.
109. Howes, N. J. 1981. Characteristics of career success: An additional input to selecting candidates for professional programs? *Journal of Vocational Behavior*, 18: 277–288.
110. Hurley, A. E., & Sonnenfeld, J. A. 1998. The effect of organizational experience on managerial career attainment in an internal labor market. *Journal of Vocational Behavior*, 52: 172–190.
111. Hurley, A. E., Wally, S., Segrest, S. L., Scandura, T., & Sonnenfeld, J. A. 2003. An examination of the effects of early and late entry on career attainment: The clean slate effect? *Personnel Review*, 32, 133-150.
112. Hüttges, A., & Fay, D. 2015. The gender-differential impact of work values on prospects in research careers. *Journal of Career Development*, 42: 1–16.
113. Jansen, P. G. W., & Vinkenburg, C. J. 2006. Predicting management career success from assessment center data: A longitudinal study. *Journal of Vocational Behavior*, 68: 253–266.
114. Jawahar, I. M., & Ferris, G. R. 2011. A longitudinal investigation of task and contextual performance influences on promotability judgments. *Human Performance*, 24: 251–269.
115. Johnson, C. D., & Eby, L. T. 2011. Evaluating career success of African American males: It’s what you know and who you are that matters. *Journal of Vocational Behavior*, 79: 699–709.
116. Judge, T. A, & Hurst, C. 2008. How the rich (and happy) get richer (and happier): Relationship of core self-evaluations to trajectories in attaining work success. *The Journal of Applied Psychology*, 93: 849–63.
117. Judge, T. A, Cable, D. M., Boudreau, J. W., & Bretz, R. D. 1995. An empirical-investigation of the predictors of executive career success. *Personnel Psychology*, 48: 485–519.
118. Judge, T. A., & Bretz, R. D. 1994. Political influence behavior and career success. *Journal of Management*, 20: 43-65.
119. Judge, T. A., & Cable, D. M. 2004. The effect of physical height on workplace success and income: Preliminary test of a theoretical model. *Journal of Applied Psychology*, 89: 428–441.
120. Judge, T. A., & Hurst, C. 2007. Capitalizing on one’s advantages: Role of core self-evaluations. *Journal of Applied Psychology*, 92: 1212–1227.
121. Judge, T. A., & Kammeyer-Mueller, J. D. 2012. On the value of aiming high: The causes and consequences of ambition. *Journal of Applied Psychology*, 97: 758–775.
122. Judge, T. A., Higgins, C. A., Thoresen, C. J., & Barrick, M. R. M. R. 1999. The big five personality traits, general mental ability, and career success across the life span. *Personnel Psychology*, 52: 621–652.
123. Judge, T. A., Ilies, R., & Dimotakis, N. 2010. Are health and happiness the product of wisdom? The relationship of general mental ability to educational and occupational attainment, health, and well-being. *Journal of Applied Psychology*, 95: 454–468.
124. Judge, T. A., Kammeyer‐Mueller, J. O. H. N., & Bretz, R. D. (2004). A longitudinal model of sponsorship and career success: A study of industrial‐organizational psychologists. *Personnel psychology*, 57: 271-303.
125. Judge, T. A., Klinger, R. L., & Simon, L. S. 2010. Time is on my side: Time, general mental ability, human capital, and extrinsic career success. *Journal of Applied Psychology*, 95: 92–107.
126. Judiesch, M. K., & Lyness, K. S. 1999. Left behind? The impact of leaves of absence on managers’ career success. *Academy of Management Journal*, 42: 641–651.
127. Jung, Y., & Takeuchi, N. 2016. Gender differences in career planning and success. *Journal of Managerial Psychology*, 31: 603-623.
128. Kammeyer-Mueller, J. D., Judge, T. A., & Piccolo, R. F. 2008. Self-esteem and extrinsic career success: Test of a dynamic model. *Applied Psychology: An International Review*, 57: 204–224.
129. Kapoutsis, I., Papalexandris, A., Thanos, I. C., & Nikolopoulos, A. G. 2012. The role of political tactics on the organizational context–career success relationship. *The International Journal of Human Resource Management*, 23: 1908–1929.
130. Kim, T. Y., Hon, A. H., & Crant, J. M. 2009. Proactive personality, employee creativity, and newcomer outcomes: A longitudinal study. *Journal of Business and Psychology*, 24: 93-103.
131. King, E. B. 2008. The effect of bias on the advancement of working mothers: Disentangling legitimate concerns from inaccurate stereotypes as predictors of advancement in academe. *Human Relations*, 61: 1677–1711.
132. Kirchmeyer, C. 1998. Determinants of managerial career success: Evidence and explanation of male/female differences. *Journal of Management*, 24: 673–692.
133. Kirchmeyer, C. 2005. The effects of mentoring on academic careers over time: Testing performance and political perspectives. *Human Relations*, 58: 637–660.
134. Kirchmeyer, C. 2006. The different effects of family on objective career success across gender: A test of alternative explanations. *Journal of Vocational Behavior*, 68: 323–346.
135. Koen, J., Klehe, U. C., & Van Vianen, A. E. M. 2012. Training career adaptability to facilitate a successful school-to-work transition. *Journal of Vocational Behavior*, 81: 395–408.
136. Körner, A., Lechner, C. M., Pavlova, M. K., & Silbereisen, R. K. 2015. Goal engagement in coping with occupational uncertainty predicts favorable career-related outcomes. *Journal of Vocational Behavior*, 88: 174–184.
137. Kovalenko, M., & Mortelmans, D. 2014. Does career type matter? Outcomes in traditional and transitional career patterns. *Journal of Vocational Behavior*, 85: 238–249.
138. Kuijpers, M. A. C. T., Schyns, B., & Scheerens, J. 2006. Career competencies for career success. *The Career Development Quarterly*, 55: 168–178.
139. Lau, V. P., Shaffer, M. A., & Au, K. 2007. Entrepreneurial career success from a Chinese perspective: Conceptualization, operationalization, and validation. *Journal of International Business Studies*, 38: 126–146.
140. Lawrence, B. S. 2011. Careers, social context and interdisciplinary thinking. *Human Relations*, 64: 59–84.
141. Leslie, L. M., Manchester, C. F., Park, T. Y., & Mehng, S. A. 2012. Flexible work practices: A source of career premiums or penalties? *Academy of Management Journal*, 55: 1407-1428.
142. Lester, S. W., Mencl, J., Maranto, C., Bourne, K. A., & Keaveny, T. 2010. The impact of passing the professional in human resources exam on early career success for undergraduates entering the human resource field. *International Journal of Selection and Assessment*, 18: 282–290.
143. Leung, A. S. M., Cheung, Y. H., & Liu, X. 2011. The relations between life domain satisfaction and subjective well-being. *Journal of Managerial Psychology*, 26: 155–169.
144. Lievens, F., Dilchert, S., & Ones, D. S. 2009. The importance of exercise and dimension factors in assessment centers: Simultaneous examinations of construct-related and criterion-related validity. *Human Performance*, 22: 375–390.
145. Liu, D., Liu, J., Kwan, H. K., & Mao, Y. 2009. What can I gain as a mentor? The effect of mentoring on the job performance and social status of mentors in China. *Journal of Occupational and Organizational Psychology*, 82: 871–895.
146. Lyness, K. S., & Thompson, D. E. 2000. Climbing the corporate ladder: Do female and male executives follow the same route? *Journal of Applied Psychology*, 85: 86–101.
147. Lyons, S. T., Schweitzer, L., & Ng, E. S. W. 2015. Resilience in the modern career. *Career Development International*, 20: 363–383.
148. Mao, H.-Y. 2004. Voluntary employer changes and salary attainment of managers. *The International Journal of Human Resource Management*, 15: 180–195.
149. Marcinkus Murphy, W., & Kram, K. E. 2010. Understanding non‐work relationships in developmental networks. *Career Development International*, 15: 637–663.
150. Maurer, T. J., & Chapman, E. F. 2013. Ten years of career success in relation to individual and situational variables from the employee development literature. *Journal of Vocational Behavior*, 83: 450–465.
151. Mayrhofer, W., Meyer, M., Schiffinger, M., & Schmidt, A. 2008. The influence of family responsibilities, career fields and gender on career success: An empirical study. *Journal of Managerial Psychology*, 23: 292–323.
152. McKenna, B., Zacher, H., Sattari Ardabili, F., & Mohebbi, H. 2016. Career adapt-abilities scale-iran form: Psychometric properties and relationships with career satisfaction and entrepreneurial intentions. *Journal of Vocational Behavior*, 93: 81–91.
153. Melamed, T. 1995. Barriers to women’s career success: Human capital, career choices, structural determinants, or simply sex discrimination. *Applied Psychology: An International Review*, 44: 295–314.
154. Melamed, T. 1995. Career success: The moderating effect of gender. *Journal of Vocational Behavior*, 47: 35-60.
155. Melamed, T. 1996. Career success: An assessment of a gender-specific model. *Journal of Occupational and Organizational Psychology*, 69: 217–242.
156. Melamed, T. 1996. Validation of a stage model of career success. *Applied Psychology: An International Review*, 45: 35–65.
157. Mihelic, K. K. 2014. Commitment to life roles and work-family conflict among managers in a post-socialist country. *Career Development International*, 19: 204–221.
158. Miner, J. B. 1980. The role of managerial and professional motivation in the career success of management professors. *Academy of Management Journal*, 23: 487–508.
159. Moon, J. S., & Choi, S. B. 2017. The impact of career management on organizational commitment and the mediating role of subjective career success: The case of Korean R&D employees. *Journal of Career Development*, 44: 191–208.
160. Murphy, S. E., & Ensher, E. A. 2001. The role of mentoring support and self-management strategies on reported career outcomes. *Journal of Career Development*, 27: 229-246.
161. Mussel, P., Spengler, M., Litman, J. A., & Schuler, H. 2012. Development and validation of the German work-related curiosity scale. *European Journal of Psychological Assessment*, 28: 109–117.
162. Mussel, P., Winter, C., Gelléri, P., & Schuler, H. 2011. Explicating the openness to experience construct and its subdimensions and facets in a work setting. *International Journal of Selection and Assessment*, 19: 145–156.
163. Nabi, G. R. 2001. The relationship between HRM, social support and subjective career success among men and women. *International Journal of Manpower*, 22: 457-474.
164. Nabi, G. R. 2003. Situational characteristics and subjective career success: The mediating role of career-enhancing strategies. *International Journal of Manpower*, 24: 653-672.
165. Ngo, H. Y., & Li, H. 2015. Chinese traditionality and career success: Mediating roles of procedural justice and job insecurity. *Career Development International*, 20: 627-645.
166. Ngo, H. Y., Foley, S., Ji, M. S., & Loi, R. 2013. Linking gender role orientation to subjective career success: The mediating role of psychological capital. *Journal of Career Assessment*, 22: 290–303.
167. Oliveira, M. C. D., Melo-Silva, L. L., Taveira, M. D. C., & Grace, R. C. 2016. Measuring university-to-work success: Development of a new scale. *Career Development International*, 21: 85-104.
168. Pachulicz, S., Schmitt, N., & Kuljanin, G. 2008. A model of career success: A longitudinal study of emergency physicians. *Journal of Vocational Behavior*, 73: 242–253.
169. Pan, J., & Zhou, W. 2015. How do employees construe their career success? An improved measure of subjective career success. *International Journal of Selection and Assessment*, 23: 45–58.
170. Parasuraman, S., Purohit, Y. S., Godshalk, V. M., & Beutell, N. J. 1996. Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior*, 48: 275–300.
171. Park, Y. 2009. An integrative empirical approach to the predictors of self-directed career management. *Career Development International*, 14: 636-654.
172. Peluchette, J. J. 1993. Subjective career success: The influence of individual difference, family, and organizational variables. *Journal of Vocational Behavior*, 43: 198-208.
173. Poole, M. E., Langan-Fox, J., & Omodei, M. 1993. Contrasting subjective and objective criteria as determinants of perceived career success: A longitudinal study. *Journal of Occupational and Organizational Psychology*, 66: 39–54.
174. Praskova, A., Hood, M., & Creed, P. A. 2014. Testing a calling model of psychological career success in Australian young adults: A longitudinal study. *Journal of Vocational Behavior*, 85: 125–135.
175. Ramaswami, A., Carter, N. M., & Dreher, G. F. 2016. Expatriation and career success: A human capital perspective. *Human Relations*, 69: 1959-1987.
176. Ramaswami, A., Dreher, G. F., Bretz, R., & Wiethoff, C. 2010. Gender, mentoring, and career success: The importance of organizational context. *Personnel Psychology*, 63: 385–405.
177. Rasdi, R. M., Garavan, T. N., & Ismail, M. 2013. Networking behaviours and managers’ career success in the Malaysian public service: The moderating effect of gender. *Personnel Review*, 42: 684–703.
178. Rasdi, R. M., Ismail, M., & Garavan, T. N. 2011. Predicting Malaysian managers’ objective and subjective career success. *The International Journal of Human Resource Management*, 22: 3528–3549.
179. Reitman, F., & Schneer, J. A. 2005. The long-term negative impacts of managerial career interruptions: A longitudinal study of men and women MBAs. *Group & Organization Management*, 30: 243–262.
180. Reitzle, M., Körner, A., & Vondracek, F. W. 2009. Psychological and demographic correlates of career patterns. *Journal of Vocational Behavior*, 74: 308–320.
181. Restubog, S. L. D., Bordia, P., & Bordia, S. 2011. Investigating the role of psychological contract breach on career success: Convergent evidence from two longitudinal studies. *Journal of Vocational Behavior*, 79: 428–437.
182. Rode, J. C., Arthaud-Day, M. L., Mooney, C. H., Near, J. P., & Baldwin, T. T. 2008. Ability and personality predictors of salary, perceived job success, and perceived career success in the initial career stage. *International Journal of Selection and Assessment*, 16: 292–299.
183. Russ‐Eft, D. F., Dickison, P. D., & Levine, R. 2008. Examining career success of minority and women emergency medical technicians (EMTs): A LEADS project. *Human Resource Development Quarterly*, 19: 281-298.
184. Russo, M., Guo, L., & Baruch, Y. 2014. Work attitudes, career success and health: Evidence from China. *Journal of Vocational Behavior*, 84: 248–258.
185. Sammarra, A., Profili, S., & Innocenti, L. 2013. Do external careers pay-off for both managers and professionals? The effect of inter-organizational mobility on objective career success. *The International Journal of Human Resource Management*, 24: 2490-2511.
186. Sauer, S., Desmond, S., & Heintzelman, M. 2013. Beyond the playing field: The role of athletic participation in early career success. *Personnel Review*, 42: 644–661.
187. Schneer, J. A., & Reitman, F. 1997. The interrupted managerial career path: A longitudinal study of MBAs. *Journal of Vocational Behavior*, 51: 411–434.
188. Seibert, S. E., & Kramer, M. L. 2001. The five-factor model of personality and career success. *Journal of Vocational Behaviour*, 58: 1–21.
189. Seibert, S. E., Crant, J. M., & Kraimer, M. L. 1999. Proactive personality and career success. *Journal of Applied Psychology*, 84: 416.
190. Seibert, S. E., Kraimer, M. L., & Crant, J. M. 2001. What do proactive people do? A longitudinal model linking proactive personality and career success. *Personnel Psychology*, 54: 845–874.
191. Seibert, S. E., Kraimer, M. L., & Liden, R. C. 2001. A social capital theory of career success. *Academy of Management Journal*, 44: 219–237.
192. Shockley, K. M., Ureksoy, H., Rodopman, O. B., Poteat, L. F., & Dullaghan, T. R. 2016. Development of a new scale to measure subjective career success: A mixed‐methods study. *Journal of Organizational Behavior*, 37: 128-153.
193. Singh, R., Ragins, B. R., & Tharenou, P. 2009. What matters most? The relative role of mentoring and career capital in career success. *Journal of Vocational Behavior*, 75: 56–67.
194. Singh, R., Ragins, B. R., & Tharenou, P. 2009. Who gets a mentor? A longitudinal assessment of the rising star hypothesis. *Journal of Vocational Behavior*, 74: 11–17.
195. Smith, P., Caputi, P., & Crittenden, N. 2012. How are women’s glass ceiling beliefs related to career success? *Career Development International*, 17: 458–474.
196. Sosik, J. J., Godshalk, V. M., & Yammarino, F. J. 2004. Transformational leadership, learning goal orientation, and expectations for career success in mentor-protégé relationships: A multiple levels of analysis perspective. *Leadership Quarterly*, 15: 241–261.
197. Spurk, D., & Abele, A. E. 2011. Who earns more and why? A multiple mediation model from personality to salary. *Journal of Business and Psychology*, 26: 87–103.
198. Spurk, D., & Abele, A. E. 2014. Synchronous and time-lagged effects between occupational self-efficacy and objective and subjective career success: Findings from a four-wave and 9-year longitudinal study. *Journal of Vocational Behavior*, 84: 119–132.
199. Spurk, D., Abele, A. E., & Volmer, J. 2015. The career satisfaction scale in context: A test for measurement invariance across four occupational groups. *Journal of Career Assessment*, 23: 191–209.
200. Spurk, D., Kauffeld, S., Barthauer, L., & Heinemann, N. S. R. 2015. Fostering networking behavior, career planning and optimism, and subjective career success: An intervention study. *Journal of Vocational Behavior*, 87: 134–144.
201. Srivastava, A., Locke, E. A., Judge, T. A., & Adams, J. W. 2010. Core self-evaluations as causes of satisfaction: The mediating role of seeking task complexity. *Journal of Vocational Behavior*, 77: 255–265.
202. Stumpf, S. A. 2010. Stakeholder competency assessments as predictors of career success. *Career Development International*, 15: 459–478.
203. Stumpf, S. A. 2014. A longitudinal study of career success, embeddedness, and mobility of early career professionals. *Journal of Vocational Behavior*, 85: 180–190.
204. Stumpf, S. A., & Tymon, W. G. 2012. The effects of objective career success on subsequent subjective career success. *Journal of Vocational Behavior*, 81: 345–353.
205. Stumpf, S. A., Doh, J. P., & Tymon, W. G. 2010. The strength of HR practices in India and their effects on employee career success, performance, and potential. *Human Resource Management,* 49: 353-375.
206. Stumpf, S. A., Tymon, W. G., & van Dam, N. H. M. 2013. Felt and behavioral engagement in workgroups of professionals. *Journal of Vocational Behavior*, 83: 255–264.
207. Stumpp, T., Muck, P. M., Hülsheger, U. R., Judge, T. A., & Maier, G. W. 2010. Core self-evaluations in Germany: Validation of a German measure and its relationships with career success. *Applied Psychology: An International Review*, 59: 674–700.
208. Taylor, M. S., Audia, G., & Gupta, a. K. 1996. The effect of lengthening job tenure on managers’ organizational commitment and turnover. *Organization Science*, 7: 632–648.
209. Tharenou, P., & Conroy, D. 1994. Men and women managers' advancement: Personal or situational determinants? *Applied Psychology: An International Review*, 43: 5-31.
210. Tharmaseelan, N., Inkson, K., & Carr, S. C. 2010. Migration and career success: Testing a time‐sequenced model. *Career Development International*, 15: 218–238.
211. Tlaiss, H. A., & Mendelson, M. B. 2014. Predicting women’s job satisfaction with personal demographics: Evidence from a Middle Eastern country. *The International Journal of Human Resource Management*, 25: 434–458.
212. Tolentino, L. R., Garcia, P. R. J. M., Restubog, S. L. D., Bordia, P., & Tang, R. L. 2013. Validation of the career adapt-abilities scale and an examination of a model of career adaptation in the Philippine context. *Journal of Vocational Behavior*, 83: 410–418.
213. Traavik, L. E. M., & Richardsen, A. M. 2010. Career success for international professional women in the land of the equal? Evidence from Norway. *The International Journal of Human Resource Management*, 21: 2798–2812.
214. Tremblay, M., Dahan, J., & Gianecchini, M. 2014. The mediating influence of career success in relationship between career mobility criteria, career anchors and satisfaction with organization. *Personnel Review*, 43: 818.
215. Tsui, A. S., & Gutek, B. 1984. A role set analysis of gender differences in performance, affective relationships, and career success of industrial middle managers. *Academy of Management Journal*, 27: 619–635.
216. Turban, D. B., & Dougherty, T. W. 1994. Role of protege personality in receipt of mentoring and career success. *Academy of Management Journal*, 37: 688–702.
217. Tymon, W. G., Stumpf, S. A., & Smith, R. R. 2011. Manager support predicts turnover of professionals in India. *Career Development International*, 16: 293–312.
218. Valcour, M., & Ladge, J. J. 2008. Family and career path characteristics as predictors of women’s objective and subjective career success: Integrating traditional and protean career explanations. *Journal of Vocational Behavior*, 73: 300–309.
219. Valcour, P. M., & Tolbert, P. 2003. Gender, family and career in the era of boundarylessness: Determinants and effects of intra- and inter-organizational mobility. *The International Journal of Human Resource Management*, 14: 768–787.
220. Vandenberghe, C., & Panaccio, A. 2012. Perceived sacrifice and few alternatives commitments: The motivational underpinnings of continuance commitment's subdimensions. *Journal of Vacational Behavior,* 81: 59–72.
221. Van den Born, A., & Witteloostuijn, A. 2013. Drivers of freelance career success. *Journal of Organizational Behavior*, 34: 24–46.
222. Van der Heijden, B. I. J. M., de Lange, A. H., Demerouti, E., & Van der Heijde, C. M. 2009. Age effects on the employability-career success relationship. *Journal of Vocational Behavior*, 74: 156–164.
223. Van Dierendonck, D., & Van der Gaast, E. 2013. Goal orientation, academic competences and early career success. *Career Development International*, 18: 694–711.
224. Verbruggen, M. 2012. Psychological mobility and career success in the “new” career climate. *Journal of Vocational Behavior*, 81: 289–297.
225. Verbruggen, M., van Emmerik, H., Van Gils, A., Meng, C., & de Grip, A. 2015. Does early-career underemployment impact future career success? A path dependency perspective. *Journal of Vocational Behavior*, 90: 101–110.
226. Waldman, D. A., & Korbar, T. 2004. Student assessment center performance in the prediction of early career success. *Academy of Management Learning & Education*, 3: 151–167.
227. Wallace, J. E. 2001. The benefits of mentoring for female lawyers. *Journal of Vocational Behavior*, 58: 366–391.
228. Wayne, S. J., Liden, R. C., Kraimer, M. L., & Graf, I. K. 1999. The role of human capital, motivation and supervisor sponsorship in predicting career success. *Journal of Organizational Behavior*, 20: 577–595.
229. Westman, M., & Etzion, D. 1990. The career success/personal failure phenomenon as perceived in others: Comparing vignettes of male and female managers. *Journal of Vocational Behavior*, 37: 209–224.
230. Wiese, B. S., Freund, A. M., & Baltes, P. B. 2002. Subjective career success and emotional well-being: Longitudinal predictive power of selection, optimization, and compensation. *Journal of Vocational Behavior*, 60: 321–335.
231. Wille, B., De Fruyt, F., & Feys, M. 2013. Big five traits and intrinsic success in the new career era: A 15-Year longitudinal study on employability and work-family conflict. *Applied Psychology: An International Review*, 62: 124–156.
232. Wolff, H.-G., & Moser, K. 2009. Effects of networking on career success: A longitudinal study. *Journal of Applied Psychology*, 94: 196–206.
233. Wu, L. Z., Kwan, H. K., Wei, L. Q., & Liu, J. 2013. Ingratiation in the workplace: The role of subordinate and supervisor political skill. *Journal of Management Studies*, 50: 991–1017.
234. Wu, P. C., Foo, M. Der, & Turban, D. B. 2008. The role of personality in relationship closeness, developer assistance, and career success. *Journal of Vocational Behavior*, 73: 440–448.
235. Xie, B., Xia, M., Xin, X., & Zhou, W. 2016. Linking calling to work engagement and subjective career success: The perspective of career construction theory. *Journal of Vocational Behavior*, 94: 70–78.
236. Haines, V. Y., Hamouche, S., & Saba, T. 2014. Career success: Fit or marketability? *Career Development International,* 19: 779-793.
237. Yang, F., & Chau, R. 2016. Proactive personality and career success. *Journal of Managerial Psychology*, 31: 467-482.
238. Zacher, H. 2014. Career adaptability predicts subjective career success above and beyond personality traits and core self-evaluations. *Journal of Vocational Behavior*, 84: 21–30.
239. Zacher, H. 2015. Daily manifestations of career adaptability: Relationships with job and career outcomes. *Journal of Vocational Behavior*, 91: 76–86.
240. Zhang, C., Hirschi, A., Herrmann, A., Wei, J., & Zhang, J. 2015. Self-directed career attitude as predictor of career and life satisfaction in Chinese employees: Calling as mediator and job insecurity as moderator. *Career Development International*, 20: 703-716.
241. Zhang, Z., & Arvey, R. D. 2009. Effects of personality on individual earnings: Leadership role occupancy as a mediator. *Journal of Business and Psychology*, 24: 271–280.
242. Zhou, W., Guan, Y., Xin, L., Mak, M. C. K., & Deng, Y. 2016. Career success criteria and locus of control as indicators of adaptive readiness in the career adaptation model. *Journal of Vocational Behavior*, 94: 124–130.
243. Zinko, R., Ferris, G. R., Humphrey, S. E., Meyer, C. J., & Aime, F. 2012. Personal reputation in organizations: Two-study constructive replication and extension of antecedents and consequences. *Journal of Occupational and Organizational Psychology*, 85: 156–180.
244. Zwaan, K., ter Bogt, T. F. M., & Raaijmakers, Q. 2010. Career trajectories of Dutch pop musicians: A longitudinal study. *Journal of Vocational Behavior*, 77: 10–20.

Supplemental Material 2

Review Articles Linked to Theoretical Approach Categories from Table 2 (*k* = 244)

To develop the taxonomy of theoretical approaches, we identified and coded *theories, theoretical frameworks*, *theoretical models*, *theoretical perspectives*,or *theoretical metaphors* explicitly mentioned as theoretical explanation for the attainment of career success in the reviewed studies. If a study did not explicitly refer to a theoretical approach in this sense, but merely described specific predictor variables, we did not classify these specific variables within the taxonomy, because we did not want to confound theoretical approaches with investigated predictor variables. For example, a study that states that it investigates the attainment of career success based on *social-cognitive career theory* would be coded as using a theoretical approach based on *career agency,* while a study that includes the variable of *self-efficacy* without explicitly mentioning *social-cognitive career theory* would not be coded.

To assign a theoretical approach to a specific category, we took into account the central assumptions of the respective approach. For example, the central assumption of tournament theory is that the relative performance of an individual within a career tournament system affects their career outcomes ([Connelly, Tihanyi, Crook, & Gangloff, 2014](#_ENREF_2)). Consequently, tournament theory was coded as *(competitive) performance*. As a further example, the central assumption of social capital theories is that other individuals within the social context of a career actor provide different types of support (e.g., information, psychosocial help, or career support) that finally results in successful careers ([Seibert, Kraimer, & Liden, 2001](#_ENREF_4)). Consequently, social capital theories were coded as *social environment*. For example, [Hamori and Koyuncu (2011)](#_ENREF_3) investigated effects of international assignments on career success using *human capital theory* to build their hypotheses. Based on considerations of theoretical explanation, this article was thus classified within the human capital category. In contrast, [Andresen and Biemann (2013)](#_ENREF_1) built a specific *taxonomy of internationally mobile mangers* and used this taxonomy as basis to explain effects on career success. Consequentially, this study was classified within the *career transitions* approach.

| Reference (same order as in Supplement 1) | Theoretical Approaches: Antecedents–Career Success | | | | | | | | | | | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Human Capital | Roles & Identity | (Competitive) Performance | Social Environment | Work Environment | Career Agency | Stress & Coping | Stable Traits | National Culture | Person-Environment Interactions | Lifespan | Career Transitions | Hybrid Approaches | Other Approaches | Differential Hypotheses OCS/SCS | Comparing Theoretical Approaches | Study only includes outcomes |
| 1. Abele & Spurk (2009a) |  |  |  |  |  | x | x |  |  |  | x |  |  |  |  |  |  |
| 1. Abele & Spurk (2009b) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Abele & Wiese (2008) |  |  |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |
| 1. Allen (2011) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Allen, Lentz & Day (2006) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Andresen & Biemann (2013) |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Ardts et al. (2010) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Armstrong-Stassen (2003) |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Aryee, Chay & Tan (1994) | x | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Aryee et al. (1996) | x |  |  | x | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ashby & Schoon (2010) |  |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Bal et al. (2015) |  |  |  | x | x |  |  |  |  | x | x |  |  |  |  |  |  |
| 1. Ballout (2009) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Baruch & Lavi-Steiner (2015) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Baruch et al. (2005) | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Biemann & Braakmann (2013) | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blake-Beard (1999) |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2012) |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Blickle et al. (2011) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2010) |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2009a) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2009b) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Borteyrou et al. (2015) |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Boudreau et al. (2001) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2004a) |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2004b) | x |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2006) |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2008) |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Bozionelos & Bozionelos (2010) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos & Wang (2006) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos et al. (2011) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos et al. (2016) |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Bretz & Judge (1994) |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Briscoe et al. (2012) |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Byrne et al. (2008) |  |  |  |  |  | x |  |  |  | x | x |  |  |  |  |  |  |
| 1. Chen et al. (2008) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Chênevert & Tremblay (2002) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cheramie (2013) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cheung et al. (2016) |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Childs (1986) |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Cho & Ryu (2016) |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Choi et al. (2011) |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Chow (2002) |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Chudzikowski (2012) |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Clark & Arnold (2008) |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Cocchiara et al. (2010) | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Cochran, Wang et al. (2011) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Cohen et al. (2007) | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Colakoglu (2011) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Converse et al. (2012) |  |  |  |  | x | x |  |  |  | x |  |  |  |  | x |  |  |
| 1. Converse et al. (2016) | x |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Cotton et al. (2011) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cox & Harquail (1991) | x | x |  |  |  |  |  |  |  |  |  | x |  |  | x |  |  |
| 1. Dahling & Lauricella (2017) |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Day & Allen (2004) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Haro et al. (2013) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. De Vos & Soens (2008) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2009a) |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2011) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2009b) |  |  |  | x |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Dikkers et al. (2010) |  |  |  | x |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Dilchert & Ones (2008) | x |  |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |
| 1. Dolan et al. (2011) | x |  |  |  |  |  |  |  |  | x |  |  | x |  | x |  |  |
| 1. Dougherty et al. (2013) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Dreher & Bretz (1990) |  |  |  | x | x | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Dreher & Chargois (1998) |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Dreher & Cox (1996) |  | x |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Dries et al. (2008) |  | x |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |
| 1. Dries et al. (2009) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Eby et al. (2003) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  | x |  |
| 1. Eby et al. (2006) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Enache et al. (2011) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ensher et al. (2001) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Erdogan & Bauer (2005) |  |  |  |  |  |  |  | x |  | x |  |  |  |  | x |  |  |
| 1. Erdogan et al. (2004) |  | x |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Fang et al. (2009) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Forret & Dougherty (2004) |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Francis-Smythe et al. (2013) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Ganzach & Pazy (2015) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Gao-Urhahn et al. (2016) |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Garcia & Costa (2014) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Gowan (2012) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Grimland et al. (2012) |  |  |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |
| 1. Grote & Raeder (2009) |  | x |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Guan et al. (2013) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Guan et al. (2014) |  |  |  | x |  | x |  |  |  |  |  |  |  | x |  |  |  |
| 1. Guan et al. (2015) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Guerrero et al. (2016) |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Gurbuz et al. (2016) |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Gutteridge (1973) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori (2007) | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori (2014) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori & Kakarika (2009) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Hamori & Koyuncu (2011) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Han (2010) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Harris et al. (2006) | x | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Harvey et al. (2007) |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Hayek et al. (2016) | x |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Heijde & Van Der Heijden (2006) | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Hennekam (2016) | x |  |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |
| 1. Heslin (2003) |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Higgins et al. (2008) |  |  | x |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Hill & Wilson (1996) |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Hirschfeld et al. (2011) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hofmans et al. (2008) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hofstetter & Cohen (2014) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Holland et al. (1987) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Holtschlag et al. (2013) |  |  | x |  |  |  |  |  | x | x |  |  |  |  | x |  |  |
| 1. Howes (1981) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Hurley & Sonnenfeld (1998) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hurley et al. (2003) |  |  | x | x | x |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Huttges & Fay (2015) |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Jansen & Vinkenburg (2006) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Jawahar & Ferris (2011) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Johnson & Eby (2011) | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Judge & Hurst (2008) | x | x |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |
| 1. Judge et al. (1995) | x |  |  |  |  |  |  |  |  |  |  |  | x | x |  | x |  |
| 1. Judge & Bretz (1994) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Cable (2004) |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Hurst (2007) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Kammeyer-Mueller (2012) |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Judge et al. (1999) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Judge, Ilies & Dimotakis (2010) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge et al. (2004) | x | x | x | x |  | x |  |  |  |  | x |  |  |  | x | x |  |
| 1. Judge et al. (2010) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judiesch & Lyness (1999) | x | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Jung & Takeuchi (2016) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Kammeyer-Mueller et al. (2008) |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Kapoutsis et al. (2012) |  |  |  | x | x |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Kim et al. (2009) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. King (2008) |  | x |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Kirchmeyer (1998) | x | x |  | x |  |  | x |  |  |  |  |  |  | x |  |  |  |
| 1. Kirchmeyer (2005) |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Kirchmeyer (2006) |  | x |  | x |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Koen, Klehe & Van Vianen (2012) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Körner et al. (2015) |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Kovalenko & Mortelmans (2014) |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  | x |  |
| 1. Kuijpers et al. (2006) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Lau et al. (2007) | x | x |  |  |  | x |  | x |  | x |  |  |  |  |  |  |  |
| 1. Lawrence (2011) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Leslie et al. (2012) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Lester et al. (2010) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Leung et al. (2011) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Lievens et al. (2009) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Liu et al. (2009) |  |  |  | x |  |  | x |  | x |  |  |  |  |  |  |  |  |
| 1. Lyness & Thompson (2000) |  | x |  |  |  |  |  |  |  | x |  |  |  |  | x |  |  |
| 1. Lyons et al. (2015) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Mao (2004) | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Marcinkus et al. (2010) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Maurer & Chapman (2013) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Mayrhofer et al. (2008) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. McKenna et al. (2016) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Melamed (1995a) |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Melamed (1995b) | x | x |  |  |  |  |  |  |  |  |  | x |  |  |  | x |  |
| 1. Melamed (1996a) | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Melamed (1996b) | x |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Mihelic (2014) |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Miner (1980) |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  |
| 1. Moon & Choi (2016) |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Murphy & Ensher (2001) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Mussel et al. (2012) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Mussel et al. (2011) |  |  |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |
| 1. Nabi (2001) |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Nabi (2003) |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ngo & Li (2015) |  |  |  |  | x |  |  |  | x | x |  |  |  |  |  |  |  |
| 1. Ngo et al. (2013) |  | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |
| 1. Oliveira et al. (2016) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Pachulicz et al. (2008) |  |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  |  |
| 1. Pan & Zhou (2015) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Parasuraman et al. (1996) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Park (2009) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Peluchette (1993) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Poole et al. (1993) |  |  |  |  |  |  |  | x |  |  |  |  | x |  |  |  |  |
| 1. Praskova et al. (2014) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Ramaswami et al. (2016) | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ramaswami et al. (2010) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Rasdi et al. (2013) |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Rasdi et al. (2011) | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Reitman & Schneer (2005) | x |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |
| 1. Reitzle et al. (2009) |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Restubog et al. (2011) |  |  | x | x |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Rode et al. (2008) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Russ-Eft et al. (2008) | x |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Russo et al. (2014) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Sammarra et al. (2013) | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Sauer et al. (2013) |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Schneer & Reitman (1997) | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Seibert & Kramer (2001) |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Seibert et al. (1999) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Seibert et al. (2001a) | x |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Seibert et al. (2001b) |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Shockley et al. (2016) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Singh et al. (2009a) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Singh et al. (2009b) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Smith et al. (2012) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Sosik et al. (2004) |  | x |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Spurk & Abele (2011) |  |  |  |  |  | x |  | x |  | x |  |  |  |  |  |  |  |
| 1. Spurk & Abele (2014) |  |  |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |
| 1. Spurk et al. (2015a) |  |  |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |
| 1. Spurk et al. (2015b) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Srivastava et al. (2010) |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf (2010) |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Stumpf (2014) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf & Tymon (2012) | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf et al. (2010) |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf et al. (2013) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpp et al. (2010) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Taylor et al. (1996) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Tharenou & Conroy (1994) | x |  |  |  | x |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Tharmaseelan et al. (2010) | x |  |  |  |  | x |  |  | x |  |  |  |  |  | x | x |  |
| 1. Tlaiss & Mendelson (2014) |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Tolentino et al. (2013) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Traavik & Richardsen (2010) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Tremblay et al. (2014) | x |  |  | x |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Tsui & Gutek (1984) |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Turban & Dougherty (1994) |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Tymon et al. (2011) |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Valcour & Ladge (2008) | x | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Valcour & Tolbert (2003) |  |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |
| 1. Vandenberghe & Panaccio (2012) |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Van den Born & Witteloostuijn (2013) |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Van der Heijden et al. (2009) | x |  |  |  |  |  |  |  |  | x | x |  |  |  |  |  |  |
| 1. Van Dierendonck & Van der Gaast (2013) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Verbruggen (2012) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Verbruggen et al. (2015) |  |  | x |  |  |  |  |  |  | x | x | x |  |  |  |  |  |
| 1. Waldman & Korbar (2004) |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Wallace (2001) |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Wayne et al. (1999) | x |  | x | x |  | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Westman & Etzion (1990) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Wiese et al. (2002) |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Wille et al. (2013) |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Wolff & Moser (2009) |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Wu et al. (2013) |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Wu et al. (2008) |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Xie et al. (2016) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Haines et al. (2014) |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Yang & Chau (2016) |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Zacher (2014) |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Zacher (2015) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Zhang et al. (2015) |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Zhang & Arvey (2009) |  |  |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |
| 1. Zhou et al. (2016) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Zinko et al. (2012) | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Zwaan et al. (2010) |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |

*Note*. OCS = objective career success, SCS = subjective career success.

**References cited in the text above the table:**

Andresen, M., & Biemann, T. 2013. A taxonomy of internationally mobile managers. *The International Journal of Human Resource Management,* 24: 533–557.

Connelly, B. L., Tihanyi, L., Crook, T. R., & Gangloff, K. A. 2014. Tournament theory: Thirty years of contests and competitions. *Journal of Management,* 40: 16–47.

Hamori, M., & Koyuncu, B. 2011. Career advancement in large organizations in Europe and the United States: do international assignments add value? *The International Journal of Human Resource Management,* 22: 843-862.

Seibert, S. E., Kraimer, M. L., & Liden, R. C. 2001. A social capital theory of career success. *Academy of Management Journal,* 44: 219–237.

Supplemental Material 3

Studies Explicitly Comparing Different Theoretical Approaches/Antecedent Classes to Predict Career Success (*k* = 23)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Reference1 | Compared theoretical approaches/antecedent classes and related measures | Key findings | Sample | A-priori hypotheses2 | Direct statistical comparison3 |
| 9 | *Demographic factors*:  Age, gender, marital status, career stage, managerial level  *Human capital*:  Education, years in labor force, competence  *Family (roles)*:  Spouse’s employment status, quality of marital role, quality of parental role, integration of work-family  *Work values:*  Work role salience, normative commitment  *Structural/work factors*:  Span of responsibility, span of control, internal labor market, job discretion, performance-reward contingency | * Structural/work explained the largest portion of variance in OCC * Work values explained the largest portion of variance in SCS * Human capital explained relatively few portions of variance in both OCS and SCS | 200 managerial employees (Singapore) | No | Yes |
| 46 | *Human capital*:  Perceived usefulness of degree  *Social capital*:  Perceived network  *Perceived discrimination*:  1-item self-assessment | * Only social capital significantly related to OCS in terms of salary gain * No effects were found for SCS in terms of job satisfaction | 318 business graduates (USA) | No | No |
| 48 | *Human capital*:  Gender, age, marital status, education, enrichment courses  *Roles*:  Children, age youngest child, sex role orientation, spousal support, coping strategies  *Organizational factors*:  Organizational support, organizational commitment, having prior and actual mentor  *Work-family factors*:  Conflict in both directions | * Organizational variables and work-family variables had more consistent relations with OCS measured as promotions * Role variables did not predict promotions beyond other variables | 414 teachers and principals (Israel) | No | No |
| 65 | *Psychological/motivational perspective (VIE-Theory) was contrasted against a sociological perspective (sponsored-mobility perspective)* | * Results supported the argument that individuals experiencing early career advancement are more likely than their less successful counterparts to be sponsored and provided with information and training * Ability seems especially relevant for attaining OCS for individuals who do not signal potential in terms of early career success | 156 managerial professional and technical employees | No | No |
| 70 | *Knowing why*:  Proactive personality, openness, career insight  *Knowing whom*:  Ever had a mentor, internal and external networks  *Knowing how*:  Career/job related skills, career identity | * The percentage of explained variance in different indicators of SCS was relatively comparable across the three predictor classes * In dependence of the SCS indicator, knowing why and knowing how had occasionally predictive advantages compared to the other classes | 458 alumni from a large southeastern university (USA) | No | Yes |
| 115 | *Human capital*:  Educational level, organizational tenure, breadth of work history, training experiences, and geographical mobility/international experience  *Social capital*:  Career enhancing relationships, managerial career support, informal network, professional associations, civic and elite club memberships, prestige of educational institutions attended  *Individual differences*:  Performance, personal drive/ambition, career motivation, self-monitoring, extraversion, conscientiousness  *Demographic factors*:  SES origins, marital status, marital type, age, skin tone | * Human capital and demographic variables explained the largest portion of variance in OCS * Relative to variables from the other categories * Individual differences and social capital explained comparable portions of variance in OCS | 247 African American males (USA) | No | Yes |
| 117 | *Demographic factors:*  Age, sex, marital status, family structure, dependent responsibilities, race  *Human capital:*  Board of director position, quantity/quality of education, type of education, tenure/experience, accomplishments rating  *Motivational factors:*  Ambition, number of nights worked, hours worked, hours of work desired, work centrality  *Organizational factors:*  Organization size, organization success  *Industry/region factors:*  Industry sector, employment region | * Human capital explained the largest portion of variance in OCS * Organizational variables and industry did not explain variance in promotions * Motivational and organizational variables explained the largest portion of variance in SCS * Human capital and industry did not explain or explained only few variance in SCS | 1.388 executives (U.S.A) | No | Yes |
| 124 | *Universalistic perspective*:  Number of student publications, number of publications in career  *Particularistic perspective*:  Doctoral program prestige, PhD committee publications, chair publications | * Both perspectives explained variance in OCS * The universalistic (performance) perspective explained variance in OCS beyond the particularistic perspective | 154 academics (USA) | No | Yes |
| 126 | *Human capital theory:*  Less career success after leaves of absence because of lowered skills and performance  *Gendered organizational culture theory*:  Less career success after leaves of absence independently from performance | * Gendered organizational culture theory received support * Managers who had taken leaves of absence reported lower OCS, controlling for performance ratings (human capital) * Gender specific focus | 10.584 managers (USA) | No | Yes |
| 133 | *Performance perspective of mentoring*:  Effects of mentoring via number of publications  *Political perspective of mentoring*:  Direct effects of mentoring after controlling for performance | * Results supported the political perspective * Mentoring had direct effects on objective career success after controlling for performance | 143 academics (USA) | No | Yes |
| 137 | *Labor market segmentation theory* versus *New Career models*:  Competing/opposite hypotheses regarding transitional and traditional career patterns | * Several different career patterns were identified, with positive and negative relations to OCS and SCS * Depending on the interpretation of the career pattern and also depending on gender, the study concludes that both theories can explain parts of the empirical findings | 2.934 in total; 2.509 working adults (Belgium) | No | No |
| 150 | *Demographic factors:*  Age, gender, ethnicity, marital status  *Human capital:*  Job type, occupational category, education, number years with employer, number years on job, general work motivation, work centrality, employer number full-time employees, employer industry area, employment status  *Development activity and situational factors:*  Development participation and work support  *Personality and dispositional factors:*  Big Five, proactive personality, intellect, goal orientations | * Socio-demographics + human capital explained the largest portion of variance in OCS and job satisfaction * Development activity and situational variables explained only little additional variance, and specifically in SCS * Personality and dispositional variables explained only additional variance in SCS | 289 working adults with diverse occupational background (USA) | No | Yes |
| 154 | *Human capital*:  Mental ability, education level, job experience, extroversion, self-confidence, independence, toughness, self-control, marital status, parenthood  *Career options*:  Job type, occupational level, dumber of different employers and jobs in career  *Opportunity structure*:  Unemployment rate in region, regional job vacancies, average regional wage, organization size, industry type, industrial sector, occupational prosperity and growth, line or staff job | * Human capital, career options, and opportunity structure showed different relative predictive power to different forms of OCS (salary vs. managerial level) * Results also partially different between men and women * No clear conclusion about relative importance of approaches can be made | 136 managers; 324 full-time employees (UK) | No | Yes |
| 155 | *Human capital*:  Mental ability, education level, extroversion, self-confidence, independence, toughness, self-control, marital status, parenthood  *Career options*:  Tenure, frequency of changing employer, frequency of changing jobs  *Opportunity structure*:  Average wage in region, unemployment rate in region, number of vacant jobs in region, promotion opportunities, line or staff job | * Human capital and career options explained larger amounts of variance in OCS compared to opportunity structures * Some gender moderation effects were found | 136 managers; 324 full-time employees (UK) | No | Yes |
| 158 | *Professional inducement theory*:  Knowledge, status, independence, providing help, professional commitment  *Hierarchical inducement theory*:  Authority figures, competition, imposing wishes, standing out, administrative functions | * More support for professional inducement as predictor of OCS * Variables representing the professional inducement theory were more consistently and significantly related to OCS * Variables representing the hierarchical inducement theory were largely unrelated to OCS | 112 professors (USA) | No | No |
| 172 | *Demographic factors*:  Age, gender, family size, marital status  *Individual factors*:  Self-esteem, sense of competence  *Family factors*:  Multiple role stress  *Organizational factors*:  Availability of resources, networking  *(Investigated variables not always clearly linked to the approaches)* | * Individual factors were most relevant for predicting SCS * Self-esteem explained the largest portion of variance in SCS, followed by sense of competence * All other factors explained unique portions of variance, which however were relatively small | 430 full-time faculty member (USA) | No | Yes |
| 178 | *Demographic factors*:  Gender, marital status, number of children  *Human capital factors*:  Educational level, tenure in organization  *Individual factors*:  Occupational self-efficacy, self-esteem, career aspirations, work centrality  *Structural factors*:  Organizational support, organizational socialization  *Behavioral factors*:  Individual career management, networking behaviors, computer skills | * OCS and SCS were predicted by variables belonging to different theoretical approaches * OCS was stronger explained by demographic factors and human capital * SCS was stronger explained by individual, structural, and demographic factors | 288 managers (Malaysia) | No | Yes |
| 193 | *Mentoring capital:*  Having a mentor  *Human capital*:  Education, training and development, challenging assignments  *Agentic capital*:  Behaviors initiated by employees to fulfill career-related objectives or goals  *Developmental network capital*:  Career encouragement and support provided by co-workers and senior colleagues | * Mentoring capital explained significant incremental variance in *promotions* and *advancement expectations* beyond the other forms of capital * Mentoring capital did *not* explain significant incremental variance in *salary* and *career satisfaction* beyond the other forms of capital * Findings depend on type of OCS and SCS indicators | 236 employees  (Australia, North America, Britain, Nigeria) | No | Yes |
| 209 | *Situation-centered approach*:  Several variables of work situation (e.g., length of career ladder, training opportunities) and home situation (e.g., role conflict, financial responsibility)  *Person-centered approach*:  Several variables related to attitudes (e.g., self-confidence), work demographics (human capital, e.g., education), and early socialization (e.g., relationships with parents) | * Work situation explained the largest portion of variance in promotions and managerial level * Home situation explained relatively few portions of variance in both OCS indicators * Work demographics (human capital) explained relatively large portions of variance in managerial level | 1.270 supervisors to general managers/chief executives  (Australia) | No | Yes |
| 210 | *Human capital*:  English language ability, educational level, years of work experience, overseas experience, subjective relevance of prior working knowledge  *Motivational factors:*  Motives of exploration, escaping, family building, financial betterment, career building  *Social integration:*  Length of time in host country, extent of acculturation, perceived social support  *Career self-management*:  Career strategies (career planning, networking, information seeking, mentoring, career flexibility and extended time involvement), effort towards career, education in host country | * Human capital, social integration, and career management, but not motivation explained unique portions of variance in OCS and SCS * Effects were generally stronger for OCS than for SCS * Human capital had stronger effects than career self-management for both forms of career success | 210 immigrants from Sri Lanka (to New Zealand) | No | Yes |
| 221 | *Human capital*:  Work experience, education level, training  *Social capital*:  Network characteristics, networking activities  *Personal capital*:  career insight, proactiveness, openness  *Market factors*:  Profession, geographic location  *Business strategies*:  Self-report on specific scale  *Motivation capital*:  Motivated by (a) autonomy and professionalism, (b) challenge and money, and (c) work–life balance and flexibility | * Human capital, market factors, and social capital explained the largest portions of variance in OCS * Personal capital, business strategies, and social capital explained the largest portion of variance in SCS * Motivational capital explained comparably small portions of variance in both forms of success | 1.612 freelancers (Netherlands) | No | Yes |
| 228 | *Contest mobility*:  Human capital (education level, job tenure, organizational tenure, training), motivation (hours worked, desire for mobility, and career planning)  *Sponsored mobility*:  LMX, supervisor mentoring | * Generally, sponsored mobility variables predicted OCS but not SCS beyond contest mobility variables * However, there were divergent results for OCS and SCS for specific variables within these theoretical approach categories | 570 employees 289 supervisors (both USA) | No | Yes |
| 236 | *Sponsored mobility*:  Subjective person-organization fit; organizational sponsorship  *Contest mobility*:  External marketability | * SCS was significantly predicted by variables from both theoretical perspectives | 546 full time employees (Canada) | No | No |

*Note*. OCS = objective career success, SCS = subjective career success. 1 Numbers are matched to the full reference list in Supplemental Material 1. 2 A-priori hypotheses regarding the relative predictive power of the different approaches in predicting either OCS or SCS. 3 A direct statistical comparison should allow conclusions about the relative importance of different approaches (coded examples for yes: hierarchical regression analyses, dominance analyses, structural equation modeling with model fit comparisons, coded examples for no: correlation analyses, mean differences, path analyses without reference to explained variance or model comparisons).