Index

A
agentic 115
alternative femininity 175
architecture 49

B
Bem Sex Role Inventory (BSRI) 9, 122
black and minority ethnic (BME) 227
booth babe 71
bulimic career 42

C
career aspiration 195
career barrier 197
career development 142
Career Orientation Inventory (COI) 141
career progression 196
career resilience 138
career success 195
childless women 175
commitment 150-151
computer games 65
computer games industry 65, 242
computer science education 29
confidence inventory (CCI) 82
construction industry 46
core-evaluations 138
critical mass theory 179
cross-culture 240
crunch time 71

digital literacy 29, 67
digital technologies 249
disidentification 151

e-mentoring 223
equal pay review toolkit 38
equal pay review toolkit 38
ethnic minorities 220-221, 231
extraversion 81

F
feedback 92
female avatars 70
feminism 173
five-factor personality model 81
flexible work schedule 167
freelance workers 42

G
gender congruence 112
gender identity 8
gender role attitude 118
glass ceiling 7
glass firewall 7

H
healthy person inventory (HPI) 82
Holland's career typology 140
homophilous 227

I
identity integration 122
identity theory 120, 169
individual differences theory 44
Information and Communication Technology (ICT) 37
Institute for Women's Policy Research (IWPR) 2, 4
interactionist 122
Index

J
job involvement 169

L
leadership 203
living and learning community (LLC) 44
long hours culture 40

M
male norm 8
masculinity index (MAS) 178
mentee 223
mentor 217
mentor role theory 218
motherhood 169
motherhood penalty 174
motivation 138
multiplayer online role-playing game (MMORPG) 67

N
networking 225
formal 225
informal 225
old boys' 225
women-only 226
non-traditional roles 7

O
occupational category 3
occupational choice 140
occupational choice models 145
occupational identity 15
organizational culture 149
organizational culture profile 83
organizational identification 151

P
pay gap 3
Personal Attributes Questionnaire (PAQ) 122
person-environment fit 83
pregnancy discrimination 51
presenteeism 171
professional role confidence 31
psychological contract 94

R
role congruity theory 203

S
salary secrets 38
Schein's career anchors 141
Science, Engineering, and Technology (SET) 2
Science, Technology, Engineering, and Mathematics (STEM) 27
segregation 2
gendered occupational 3
horizontal 4
occupational 1
vertical 7
self-categorization theory 152
self-discrepancy 85
self-efficacy 27, 80
self-esteem 79, 88
self-image 84
sexual harrassment 49
sixteen personality factor (16PF) 81
skills shortage 68
social cognitive career theory (SCCT) 81, 142
social identity theory 121, 153
social role theory 115, 245
solo status 117
stereotypes 3, 9
stereotype threat 82, 115

T
teaching profession 12
turnover intent 121

U
UK finance sector 9
underrepresentation 28

V
virtuous cycle 71
visibility-vulnerability spiral 92

W
work-family conflict 170
work life balance 168
work motivation theory 138