

Occupational mobility in the work of the future: Investigating the impact of technological self-efficacy and automation potential on occupational mobility intentions

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Abstract. While research on the effects of digitisation and technological change on job design has recently gained traction, we still know little about personal and contextual factors shaping successful career paths in the new world of work. There is also scarce research taking an occupational perspective when studying career transitions. Based on social cognitive career theory, we investigated the influence of technological self-efficacy beliefs and automation potential on occupational mobility intentions in a sample of 512 employees across different occupations. We found that technological self-efficacy was negatively related to occupational mobility intentions, and that this relation was stronger for individuals in occupations with low automation potential. Furthermore, occupational commitment was negatively related to mobility intentions, and this relation was stronger for individuals receiving support for personal development by their supervisors. Our findings provide first evidence for the relevance of technological self-efficacy and automation potential of different occupations for adaptive career decisions. We discuss these results regarding theoretical implications for understanding the impact of technological change on occupational mobility and practical implications for career counselling as well as education and training.

Keywords: Technological self-efficacy, automation potential, supervisor support, social cognitive career theory, occupational mobility