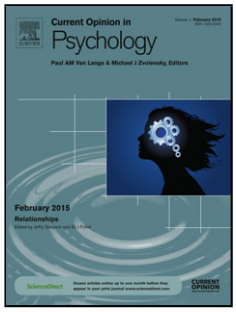
Accepted Manuscript



Title: Cultural Models of Self and Social Class Disparities at Organizational Gateways and Pathways<!–<RunningTitle>Social Class Disparities in Organizations</RunningTitle>–>

Authors: Sarah S.M. Townsend, Mindy Truong

PII: S2352-250X(17)30095-7
DOI: http://dx.doi.org/doi:10.1016/j.copsyc.2017.05.005
Reference: COPSYC 454

To appear in:

Please cite this article as: Sarah S.M.Townsend, Mindy Truong, Cultural Models of Self and Social Class Disparities at Organizational Gateways and Pathways (2010), http://dx.doi.org/10.1016/j.copsyc.2017.05.005

This is a PDF file of an unedited manuscript that has been accepted for publication. As a service to our customers we are providing this early version of the manuscript. The manuscript will undergo copyediting, typesetting, and review of the resulting proof before it is published in its final form. Please note that during the production process errors may be discovered which could affect the content, and all legal disclaimers that apply to the journal pertain.

ACCEPTED MANUSCRIPT

Cultural Models of Self and Social Class Disparities at Organizational Gateways and Pathways

Sarah S. M. Townsend

University of Southern California, Marshall School of Business

Mindy Truong

University of Southern California, Marshall School of Business

Correspondence concerning this article should be addressed to Sarah Townsend, Marshall School of Business, University of Southern California, 701 Exposition Boulevard, Los Angeles, CA, 90089. E-mail: sarah.townsend@usc.edu

Highlights

- Working-class contexts foster interdependent models of self.
- Middle-class contexts and professional organizations espouse independent models.
- The resulting mismatch in models disadvantages working-class employees/applicants.
- Mismatches, and disadvantages, occur at organizational gateways and pathways.
- Despite equal qualifications, social class disparities in career outcomes exist.

Abstract

Attaining a college degree has traditionally been assumed to be key to upward social and professional mobility. However, college graduates from working-class backgrounds achieve less career success in professional, white-collar workplaces compared to those from middle-class backgrounds. Using a cultural models approach, we examine how the independent cultural beliefs and practices promoted by professional organizations disadvantage people from working-

Download English Version:

https://daneshyari.com/en/article/5033524

Download Persian Version:

https://daneshyari.com/article/5033524

Daneshyari.com