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Volume 11, 2016 - [Issue 4](#)

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Examining how aspects of vocational privilege relate to living a calling

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Pages 416-427 | Received 25 Jun 2015, Accepted 07 Sep 2015, Published online: 15 Oct 2015

🗨️ Cite this article 🔗 <https://doi.org/10.1080/17439760.2015.1092570>



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Abstract

The current study examined how aspects of vocational privilege directly – and indirectly via work meaning and career commitment – related to living a calling. With an economically diverse sample of 361 employed adults, both social class and work volition were found to moderately to strongly correlate with work meaning, career commitment, and living a calling. We used a structural equation model and found career commitment and work meaning to significantly predict living a calling and fully mediate the link between work volition and living a calling. Additionally, social class related to work meaning and career commitment via work volition. Findings suggest that the links between social class, work volition, and living a calling may be explained by individuals working in jobs they are committed to and that are meaningful, and that

work volition may represent the gateway from social class to the experience of fulfilling work. Implications for practice are discussed.

Keywords:

calling

work volition

social class

work meaning

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