

CAREER MANAGEMENT

HRM 4430, SECTION A, FALL 2021
TUESDAYS, 2:30 - 5:30 P.M.

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OFFICE HOURS BY APPOINTMENT

TEXTBOOK: Inkson, K., Dries, N., & Arnold, J., (2015), *Understanding Careers: The Metaphors of Working Lives*, Sage Publications (available in York U bookstore), 2nd Edition.

This course will be in-person and students are required to attend all classes. Students should monitor the course site regularly for additional articles and assignments.

EVALUATION OVERVIEW

Group Case Presentation	25% (Group Grade)
Final Exam	30%
Research Paper	30%
Participation/Case Discussion	15%

COURSE DESCRIPTION

This course is designed to provide undergraduate students with an understanding of key career management theories and practices to enable them to develop the skills required to manage their own careers, the careers of employees, as well as contribute to the career management processes within organizations.

This is an interactive course that, using metaphors, builds on student's personal career experiences to bring to light the complexities of the societal and organizational factors that impact one's personal choice, career goals and career trajectories. By completing this course, students will learn to:

- understand the impact of relationships with others on their career decisions and how careers evolve over time,
- appreciate the importance of finding a 'fit' between their world view on life and their career aspirations, as well as their desire for work-life balance,

- recognize career as a life long journey and discover the mechanisms required for career change,
- consider what it means to self-manage one's own career and the dynamics and complexities of pursuing an international career journey.

Prerequisites: AP/HRM 2600 3.00 and AP/HRM 3410 3.00. Course credit exclusions: None. Prior TO FALL 2009: Prerequisites: AK/ADMS 2600 3.00 or AK/ADMS 3480 3.00 (prior to Summer 2001) and AK/ADMS 3410 3.00. Course credit exclusion: AK/ADMS 4430 3.00.

COURSE ASSIGNMENTS

GROUP CASE PRESENTATION: 25%

Students will be assigned to study groups and required to research, compose and present a comprehensive case (Max 5 pages) for the purpose of class study. The case **MUST** be based on a real life situation and provide detail financial, social and personal considerations typical of making a career decision. Cases must be posted on course website at least two days prior to presentation with questions that allow students to analyse the data and make relevant decisions. Case presentations will be evaluated on:

- Complexity and comprehensiveness of the case data
- Application of theory in evaluating the practical case situation
- Provision of career decision risks and contingencies
- Clear identification of a problem/dilemma facing the individual/organization

Case presentations must be a maximum of 25 minutes followed by 20 minutes Q & A (45 minutes total). All members of the presenting group will be expected to participate and/or contribute to the presentation.

RESEARCH PAPER 30%

Students are asked to research the market economic trends that have/will impact their career choice following the pandemic. In doing so, students are expected to apply the concepts, theories and principles learned in class to evaluate their skills, knowledge and abilities in developing a career management strategy. The paper must provide a rationale and consistent argument (why & how) for decisions and the specific next steps in their career journey.

The paper, **five pages, font 12 , double space**, must be submitted with references in APA format.

FINAL EXAM 30%

The exam will be a series of essay format questions.

PARTICIPATION 15%

NOTE: ATTENDANCE AND PARTICIPATION IN ALL CLASSES IS ESSENTIAL TO SUCCESSFUL COMPLETION OF THIS COURSE.

Participation implies willingness to provide meaningful contribution to class discussions drawing on course content and personal experience. Sensitivity to group dynamics and different styles of communication will be taken into consideration.

COURSE SCHEDULE

Session Date	Topic	Assigned Readings	Activity
1 – September 14	Introduction & Course Overview		Group Activity
2 – September 21	What is a Career? Careers in Context	Chapter ½	Case Discussion
3 – September 28	Career as Inheritance: Ways of Knowing	Chapter 3 Arthur & Inkson (2005)	Case Discussion
4 – October 5	Careers as Cycles/Action Knowing Why	Chapter 4/5	Case Discussion
October 12	READING WEEK		
5 - October 19	Career as Fit: Career Success	Chapters 6 Heslin (2005)	Group 1 Presentation
6 – October 26	Career as Journey Managing Career Change	Chapter 7	Group 2 Presentation
7 – November 2	Careers as Roles Work & Life Balance	Chapter 8	
8 – November 9	Career as Relationships: 'Knowing Who'	Chapter 9	Group 3 Presentation
9 – November 16	Careers as Resources: Knowing How	Chapters 10/14	Group 4 Presentation

4430 Career Management

10 – November 23	Careers as Stories	Chapters 11 Petranker (2005)	Group 5 Presentation
11 – November 30	Career Self-Management	Chapter 12 Yarberry & Sims (2021)	Group 6 Presentation
Dec 7	RESEARCH PAPER DUE		
	FINAL EXAM TBD		