

## **CAREER MANAGEMENT**

**HRM 4430 M, WINTER 2023**  
**WEDNESDAY, 2:30 - 5:30 P.M.**

**PROFESSOR SOOSAN D. LATHAM**  
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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.

### **COURSE EVALUATION**

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

### **COURSE DESCRIPTION**

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

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

- recognize career as a life long journey and discover the mechanisms required for continuous career construction,
- appreciate the importance of finding a 'fit' between their world view on life and their career aspirations, including their desire for work-life balance,
- understand the evolving nature of careers and impact of relationships with others on their career decisions
- consider what it means to self-manage one's own career within the context of a dynamic and global work environment.

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 present the career trajectory of an individual and provide rich financial, social and personal data. The presentation is a critical analysis of the data based on course material and concepts and principals discussed in class. Cases must be posted on course website at least two days prior to presentation. Group work will be evaluated on:

- Complexity and comprehensiveness of the case data
- Application of theory in evaluating the case actor's decisions
- Identification of challenges and dilemmas faced by the case actor
- Critical evaluation of decisions and outcomes.

Case presentations must be a maximum of 20 minutes followed by 20 minutes Q & A. 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 social and economic trends that will likely impact their career choice and provide a rationale and consistent career management strategy. 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 and articulating 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%*