

## **CAREER MANAGEMENT**

**HRM 4430 A, FALL 2023**

**TUESDAYS, R S 123**

**2:30 - 5:30 P.M.**

**LOCATION**

**PROFESSOR SOOSAN D. LATHAM**

**SOOSAND@YORKU.CA**

**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.

### **COURSE DESCRIPTION**

This course is designed to inform undergraduate students with key career management theories and concepts that enable them to understand and develop the knowledge 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. The objective is to bring to light 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 EVALUATION

<b>Group Presentation</b>	<b>25% (Group Grade)</b>
<b>Final Exam</b>	<b>30%</b>
<b>Career Management Video</b>	<b>25%</b>
<b>Participation/ Discussion</b>	<b>20%</b>

## COURSE ASSIGNMENTS

### *GROUP PRESENTATION: 25%*

Students will be assigned to study groups to carry out research, compose and present on a selected topic for the purpose of class study. The presentation is a critical analysis of an economic, social, cultural or organizational situation as it relates to an individual's career trajectory. Group work will be evaluated on:

- Complexity and comprehensiveness of the information provided
- Identification of challenges and dilemmas faced by the career actor
- Critical evaluation of decisions and outcomes.

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.

### *Career Management Video 25%*

Students are asked to present their world view and envision the challenges that may impact their career trajectory over the next decade. Students are expected to draw on the theories and principles learned in class to project the future market/organizational landscape and career possibilities in view of their current goals, skills, knowledge, and abilities. Students should elaborate on their view of how organizations may evolve, and the kind of resources and strategies organizations may need to support employee career management. Specifically, issues such as the changing nature of work, the role of technology, work-life balance considerations as well as the personal competencies that must be developed to deal effectively with these challenges, must be addressed.

The video presentation must be no more than 7 minutes long and may include slides and images. Reference list must be submitted in APA format.

### *FINAL EXAM 30%*

The exam will be a series of essay format questions.

### *PARTICIPATION/Discussion 20%*

Students will be evaluated individually on their engagement and participation based on:

- Regular attendance and presence in class
- Active involvement in discussions
- Q&A following presentations
- Sharing of professional/personal experiences

**COURSE SCHEDULE (SUBJECT TO CHANGE)**

<b>Date</b>	<b>Topic</b>	<b>Assigned Readings</b>	<b>Activity</b>
September 12	Understanding Careers		Group Activity
September 19	Careers in Context	Chapters 1 & 2	Case Discussion
September 26	Career as Inheritance: Ways of Knowing	Chapter 3	Case Discussion
October 3	Careers as Cycles/Action 'Knowing Why'	Chapter 4 & 5	Case Discussion
October 10	<b>Reading Week</b>		
October 17	Career as Journeys	Chapters 7	Group 1 Presentation
October 24	Career as Fit	Chapter 6	Group 2 Presentation
October 31	Careers as Roles	Chapter 8	Group 3 Presentation
November 7	Career as Relationships: 'Knowing Who'	Chapter 9	Group 4 Presentation
November 14	Careers as Resources: 'Knowing How'	Chapters 10/14	Group 5 Presentation
November 21	Careers as Stories	Chapters 11	Group 6 Presentation
November 28	Career Self-Management	Chapter 12	Strategic HRM systems: Impact on employee career Management.
	<b>FINAL EXAM (TBD)</b>		

