

## **CAREER MANAGEMENT**

**HRM 4430 A, FALL 2024**  
**TUESDAYS, 2:30 P.M.- 5:30 P.M.**  
**LOCATION ACW 008**

**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.

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 DESCRIPTION**

This course provides a pathway for undergraduate students to develop the skills and competencies required to effectively manage their own careers, as well as contribute to organizational career management practices. The course is designed to equip students with an understanding of career management research and theories in the context of societal and organizational complexities that impact one's personal decisions, career goals, and career trajectories.

This is an interactive course that builds on all students' personal career experiences and aspirations. As such, students must actively participate in class activities and case discussions to maximize learning and be able to:

- recognize career as a life-long journey and understand the evolving nature of careers that requires continuous career construction
- consider the significance of relationships with others and impact of those relationships on their career decisions
- appreciate the importance of finding a 'fit' between their world view and their career aspirations, including the desire for work-life balance,
- learn what it means to self-manage one's own career within the dynamic context of a 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>Mid Term</b>	<b>30%</b>
<b>Personal Case Presentations</b>	<b>20%</b>
<b>Participation/Case Discussion</b>	<b>25%</b>
<b>Final Project</b>	<b>25%</b>

*MID TERM EXAM: 30%*

The Midterm exam will be composed of both multiple choice questions and short essay form questions.

*CASE PRESENTATION: 20%*

This is a reflective and subjective assignment. Students will work with a partner to select a metaphor that best describes their career experiences, demonstrate how the metaphor applies to their experiences, and evaluate the implication of their perception on future goals and aspirations. Supporting their ideas with theory and concepts covered in class, each team will present their case and provide comprehensive information for class discussion and feedback. Case discussions will be evaluated based on:

- Comprehensiveness of information provided
- Critical analysis of personal competencies
- Quality of reflective process and linkage to theories/concepts

Case presentations must be a maximum of 15 minutes followed by 15 minutes Q & A.

*Final Project: 25%*

Building on their case presentation and feedback from case discussions, students are asked to write a future oriented report that will include research on the dynamic social and economic trends that will likely impact their career choice. Students are asked to explore and identify a potential career/job opportunity with the goal of understanding their challenges and preparing themselves to develop the skills, knowledge and abilities necessary to succeed in obtaining the position. In providing a rationale and consistent career management strategy, students are expected to apply the concepts, theories and principles learned in class to map out their career journey and identify specific actions needed to acquire the skills and knowledge that will help them succeed in their career.

The paper, **five pages, font 12, double space**, must be submitted with references in APA format. The paper will be evaluated based on:

- Application of theory in evaluating the case actor's decisions

- Learning from personal case discussions and feedback
- Identification of challenges and dilemmas faced by the case actor
- Critical assessment of decisions and potential outcomes.

*CLASS DISCUSSIONS & PARTICIPATION: 25%*

In addition to attendance, participation in this course consists of active engagement with and contribution to class discussions. Students are further encouraged to present additional cases/articles and/or career stories of a famous/known personality to advance class learning.

**COURSE SCHEDULE (SUBJECT TO CHANGE)**

<b>Session Date</b>	<b>Topic</b>	<b>Assigned Readings</b>	<b>Activity</b>
1. Sept 10	Introduction & Course Overview		Group Activity
2. Sept 17	Careers in Context	Chapters 1 & 2 Additional articles	Case Discussion
3. Sept 24	Career as Inheritance: Ways of Knowing	Chapter 3 Additional articles	Case Discussion
4. Oct 1	Careers as Cycles/Action 'Knowing Why'	Chapter 4 & 5 Additional articles	Case Discussion
5. Oct 8	Career as Fit	Chapters 6 Additional article	Case Discussion
6. Oct 15		READING WEEK	
7. Oct 22		MID TERM EXAM	
8. Oct 29	Career as Journeys Managing Career Change	Chapter 7	Case Presentations
9. Nov 5	Careers as Roles Work & Life Balance	Chapter 8	Case Presentations
10. Nov 12	Career as Relationships: 'Knowing Who'	Chapter 9	Case Presentations
11. Nov 19	Careers as Resources: 'Knowing How'	Chapters 10/14	Case Presentations
12. Nov 26	Careers as Stories	Chapters 11 Additional article.	Case Presentations
13. Dec 3	Career Self-Management	Chapter 12	Final Project Due

