



Course	HRDV 5700 KE CAREER MANAGEMENT
Term/Location	FAII, 2009, Lackland AFB
Instructor	Name: Wanda Heard Phone: (210) 679-8996 Email: wandaheard98@webster.edu
Catalog Description	Career management is the process through which individuals and organizations jointly plan, guide, direct, and influence people's careers to meet the individual's and the organization's future needs. This course introduces students to current ideas about how organizations and individuals are trying to manage to the problems created by the new rules of the workplace through career management.
Prerequisites	Students majoring in human resources development must have completed the requisite course Introduction to Human Resources Development (HRDV 5000) before taking this course. Students who are not human resources development majors do not need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.
Course Level Learning Outcomes	<ul style="list-style-type: none">• The student will have knowledge of the developmental process of career management through which individuals and organizations jointly plan, guide, direct and influence people's careers.• The student will be able to analyze case studies and determine how the parts relate to one another and to the overall structure of managing a career.• The student will be able to evaluate career processes and provide appropriate solutions for inconsistencies.
Materials	Title: Understanding Careers: The Metaphors of Working Lives, 6 th edition (Paperback) Author: Kerr Inkson Publisher: SAGE Publications, Inc ISBN #: 9780761929505
Grading	A. Exams 50% B. Case Studies 15 % C. Paper/Presentation 25% D. Class Participation 10% The GRADUATE catalog provides these guidelines and grading options: A/A- Superior graduate work

	<p>B+/B/B- Satisfactory graduate work</p> <p>C Work that is barely adequate as graduate-level performance</p> <p>CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.</p> <p>F Work that is unsatisfactory</p> <p>I Incomplete work</p> <p>ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.</p> <p>IP In progress</p> <p>NR Not reported</p> <p>W Withdrawn from the course</p>
Activities	<ul style="list-style-type: none"> • Group work to discuss interpretations of career management process • Case studies to analyze the interrelationship of the organization and the individual • Participation and inquiry so that students conceptualize the process of career management • Interview individuals to determine how the process works and has assisted individuals with the skills, knowledge, and potential for embarking on an entrepreneurial career
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services</p> <p>If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p>

	<p>Disturbances</p> <p>Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p>
<p>Course Policies</p>	<p>No special policies.</p>
<p>Weekly Schedule</p>	<p>Week 1: Topics: <ul style="list-style-type: none"> • Introductory Activities • Syllabus Review • Introduction to the Study of Careers </p> <p>Week 2: Topics: <ul style="list-style-type: none"> • Career and Metaphor • Careers as Inheritances • Case Studies </p> <p>Week 3: Topics: <ul style="list-style-type: none"> • Careers as Cycles • Careers as Action • Case Studies </p> <p>Week 4: Topics: <ul style="list-style-type: none"> • Summation of materials covered to date • Exam 1 (Chapters 1-8) </p> <p>Week 5: Topics: <ul style="list-style-type: none"> • Career as Fit • Career as Journeys • Case Studies </p> <p>Week 6: Topics: <ul style="list-style-type: none"> • Careers as Roles • Careers as Relationships • Case Studies </p>

	<p>Week 7: Topics:</p> <ul style="list-style-type: none"> • Careers as Resources • Careers as Stories • Submit paper <p>Week 8: Topics:</p> <ul style="list-style-type: none"> • Careers in Practice • Career Counseling and Metaphor • Course Review • Paper Presentation <p>Week 9: Topics:</p> <ul style="list-style-type: none"> • Exam 2 • Case Studies
Additional Information	This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student.