

MBA (HRM) 2020- 22: Term – IV

PERSONAL IDENTITY & CAREER MANAGEMENT

Course Outline

Credits:	3
Program:	MBA – HRM, Class of 2020 - 22
Academic Year and Term:	2020 - 22, Term – IV
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1. Course Overview

The objective of the course is to assist the students in gaining a better understanding of themselves as well as identifying their potential skills and knowledge with respect to career management. This course is designed to help the student to understand the lifelong, sequential process of determining self and career identity through career exploration. The nature of success, the succession ladder, and searching for meaning in one's life depends on the person's career choice .In order to give the students a sound understanding of career management & their impact on holistic development, this course is planned.This course is especially helpful for students who are striving to learn more about who they are, which direction their life should take, and to learn more about others around them. They may appreciate how the changing nature of work has both advantages and disadvantages for some people's career

2. Course Objectives:

This course is especially helpful for those who are striving to learn more about who they are, which direction their life should take, to learn more about others around them, or even if they work in human resources and want to learn more about life skills and how it may impact on career management. In recent years, there has been a profound change in both the workplace culture and its composition. The employer-employee contract has been dramatically altered as organizations have moved from practices of lifelong (or long-term) employment to a “free-agent” approach to managing their workforce. This change in the psychological contract has led to the establishment of a new career model which is increasingly organization-independent. As individuals depend less on their employers to provide stable jobs and career paths and as changes in the labour market call for more frequent job and even career changes, working people have come to realize that “we are all self-employed.” These changes have occurred at the same time as the nature of families and their relationship to work have also changed. Today, the majority of families are led by a dual-career couple. These factors, along with the rising demands for elder care which we are presently experiencing and will soon be feeling even more acutely as our population ages have put work-life integration at the top of the issues that people value when identifying and selecting a potential employer. Navigating careers and maintaining work-life balance are therefore now necessary skills for all individuals, regardless of the sector in which they are employed. This course will look at these issues and will help students develop understanding, awareness and critical competencies needed to successfully manage their career development .You will also learn about some self-management skills which would shape your behaviour as per the career choice in a better way.

3.Learning Outcomes

At the end of the course, students should be able to:

- better manage their own careers, in general, and prepare for the job search process, in particular.
- articulate awareness and insights about their strengths and growth areas with respect to career choice.
- develop practical strategies to identify career issues influencing employee’s life.
- determine a career path that best suits their values, interests, personality, and skills.
- To learn more about yourself and understand implications of the changing context in which our careers develop ;
- develop an in-depth understanding of theory and research in the area of career development.

4.Required Textbooks and Reading Materials

Text Books

Career Management by Greenhaus,Callanan and Godshalk,Sage Publication

Reference Book

1.Personal Development for Life and Work by Wallace –Cengage Publication

2.Career Management &Work life Integration by Harrington &Hall published by Sage.

5.Tentative Session

Sessi on Num ber	Topics/ Activities	Reading/ Case/ Assignment list, etc.
1	The Changing Landscape of Work and Careers The Need to Understand Career Management	Chapt-1 (Text Book) Case Study 1-Richard Information Systems Executive
2&3	Career Contexts & Stages of Development Contemporary perspectives on Careers: The Boundaryless Career Stage –based perspective on Careers Career Resiliency	Activity1: Finding evidence of Careers as Inheritance and/ or Careers as Cycles in a career story of a famous Corporate Leader Chapt-2(Text Book)

3&4	A Model of Career Management • Career goal and Awareness • Career Strategy • Career Appraisal	Activity2 :Lifestyle Representation, Developing Life Themes and instructions for self-assessment Chapt-3(Text Book)
4&5	Career Choice and Career Exploration • Matching your career and personality • Self-Exploration • Informal Self-Exploration • Integrated approaches to Self-Exploration	Chapt-4(Text Book) Activity3 :Application of Edgar Schein's Career Anchors in student's self-exploration and theme development
6 &7&8	Stages of Career Development • Occupational and Organizational Choice • Organizational Actions During Entry Process • Individual Actions During Entry Process	Chapt-6(Text Book) Activity4: The Identity Exercise (life roles / sub-identities) Case Study2:Natalie the Retail Manger
9&10	The Early Career Stage : • Organizational Actions During Establishment phase and Achievement	Chapt-7(Text Book) Activity 5:Measuring Effectiveness of Psychological

	phase Individual Actions During Establishment phase and Achievement phase	contract
11,12 & 13	The Middle and Late Career Stages - Confronting the Midlife Transition - Remaining ,Productive,Growth,Maintenance &Stagnation - Organizational Actions During MidCareer	Chapt-8(Text Book) Activity 6: Complete the Holland's Vocational Choices
14 &15	Contemporary Issues in Career Management - Managing Diversity - Type A Behaviour as a source of stress - Employment Bias as a source of stress - Technology-induced stress - Tapping Potential Old Workers	Chapt-9&11(Text Book) Activity 7: Social Network assessment exercise will be conducted.You are to submit your Self-Reflection (1 page) on how you feel you did and again how well it reflects your current social capital.
16	Entrepreneurial Career Choosing Entrepreneurial Career	Chapt-12(Text Book) Case Study: Dave the Aspiring Executive

	Encouraging Entrepreneurial Career Passion and Emotion at Entrepreneurial Career	
17	Planning Career Progression	Materials given by Faculty
18	A Second Career: The Possible Dream	Materials given by Faculty
19	Closing Thoughts on Career Management; Looking to the Future and Ongoing Development	Chapt-14 (Text book) Prepare Career Autobiography for yourself
20	Assignment Presentations	By Groups

6.. Course Evaluation

Sl. No.	Component	Weightage (%)	Type
1	Announced Quiz	20	Individual
2	In Class Case Presentation	20	Group
3	End Term Examination	40	Individual
4	Term Project Assignment	20	Group
Total		100	

- Announced Quiz – (Weightage – 20%): One announced online quiz would be conducted, consisting of multiple choice, true and false type questions from the prescribed text books and relevant readings provided during the sessions.
- In CLASS CASE presentation – (Weightage – 20%): Students will be provided with cases during 2nd and 3rd session of the course. A group of 6 members will analyze and present each of the case to the class.
- End Term Exam – (Weightage – 40%): A closed book exam covering all the class discussions during the term would be conducted as per the schedule. 5 questions (to be opted out of 7) carrying 6 marks each plus a case analysis carrying 10 marks would be given to assess conceptual clarity gained in the subject.
- Term Project Assignment – (Weightage – 20%): Refer Annexure – I stated below.

7.Academic Integrity

Students are expected to show the highest level of academic integrity in their submissions and assignments. Please note that students involved in academic dishonesty will be dealt with as per the Manual of Policies. Academic dishonesty consists of misrepresentation by deception or by other fraudulent means. In an academic setting this may take any number of forms such as copying or use of unauthorized aids in tests, assignments, examinations, term papers, or cases; plagiarism; talking during in-class examinations; submission of work that is not your own without citation; submission of work generated for another course without prior clearance by the instructor of both courses; submission of work generated by another person; aiding and abetting another student's dishonesty; and giving false information for the purpose of gaining credits.

Term Project Assignment

- **Presentation (Group):** The Career Autobiography. The purpose of this activity is to do a very thorough job of recounting and reflecting on the major experiences and people that have influenced your thinking, your work, and your life

End term Examination: Examination would be conducted at the end of the term which would cover the entire course.

- You will complete a highly rigorous self-assessment process that will help you clarify your background, interests, values, skills, career goals, and aspirations. Students will use this information to formulate career-life themes that clarify their personal and professional goals. Be able to identify their unique talents and values
- The Career Autobiography. The purpose of this activity is to do a very thorough job of recounting and reflecting on the major experiences and people that have influenced your thinking, your work, and your life.

Brief profile of Faculty:

Dr. Kalpana Sahoo is an Assistant Professor in the area of Organizational Behaviour at Xavier School of Human Resource Management, Xavier University. She has published several papers in the areas of Learned Optimism, Positive Psychology, Competency Mapping, Employee Engagement, Emotional Intelligence and Personality in referred journals. Her teaching interests are in the areas of quality of work life, EQ & SQ, Psychological wellbeing, personality and leadership.