HRD 5316 Career Development in Organizations

FALL 2024

Department of Human Resource Development
Soules College of Business
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Instructor (email):	Dr. Shinhee Jeong (sjeong@uttyler.edu)
Class Format:	Online (Canvas)
Communication:	Canvas, email, and Zoom
Course Access:	www.uttyler.edu/canvas
Zoom link:	https://uttyler.zoom.us/my/shinheejeong
Course Date:	August 26 – December 14

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COURSE DESCRIPTION

This course provides organizational career development, and career planning practices and theories, with most influential and evolving career development theories and trends integrated. Focus will be placed on knowledge and skills that enable individuals to effectively develop their own careers in organizations and industries, as well as tools for management and HR professionals to manage employee careers in order to meet organizational objectives.

COURSE OBJECTIVES/LEARNING OUTCOMES

The objectives of this course are to develop your knowledge and expertise in the following areas:
1. Demonstrate an understanding of major current career development theories which guide individual's career decisions.
2. Analyze personal attributes and environmental factors that influence career development plan and decisions.
3. Evaluate the effect of self-directed activities in career development.
4. Identify career goals and objectives and develop effective career plan in organizations.
5. Develop, facilitate, and evaluate career planning activities provided in organizational settings

TEXTBOOKS, MATERIALS, AND READINGS

Required:
- McDonald, K.S., & Hite, L.M. (2023). Career Development: A Human Resource Development Perspective (2nd ed.). Routledge. https://doi.org/10.4324/9781003246381
- A reading list consisting of journal articles and book chapters (available at the UT Tyler Library website) will be shared each week on Canvas.

Recommended:
- American Psychological Association (2021). Publication manual of the American Psychological Association (7th Edition). American Psychological Association.

COUSE ASSIGNMENTS

The following learning opportunities are designed to facilitate students' learning process. All writing assignments should follow the APA 7TH style (double-spaced, 12 font-size, see the recommended

textbook for details) and be submitted through Canvas. Any sources or references should be cited using APA format.

Points given for each assignment for the course are as follows:

1. Class Participation	
2. Self-Introduction	**5 pts**
3. Case Studies	**35 pts**
4. Movie analyses	**15 pts**
5. Personal career development plan	**20 pts**
6. Group Project: Organizational career development strategy	**25 pts**
Total	**100 pts**

DETAILS OF EACH ASSIGNMENT

1. Class Participation
Given the online nature of this course, class participation will be evaluated based on the timeliness of assignment submissions. Missing a due date will result in a deduction of 2 points per assignment. Any submission that is more than 2 days late will be considered a "no submission" and will therefore receive no grade. If you require an extension due to a medical reason, you must provide an official medical record in advance.

2. Self-Introduction (Due: Aug 31; 5 pts)
Please post your self-introduction on the designated discussion board on Canvas. In your introduction, be sure to include the following:
1. A brief background about yourself.
2. The reasons you chose HRD as your major and why you selected UT Tyler.
3. Your personal definition of career development.
4. A brief description of your own career development journey.

Your post should be 400-500 words in length.

3. Case Studies
Each week, a case study from the required textbook will be posted on Canvas, accompanied by two or three prompts. Students are expected to craft written responses to these questions and submit their work by 11:59 pm on Fridays (7 responses, 5 pts/each). Ensure that your answers fall within the range of 250-300 words per prompt. It is crucial to incorporate the weekly readings and other scholarly resources you find through independent research.

Furthermore, active participation in the learning community is required. Read and respond to at least two postings from the peers. Your replies should be substantial, comprising at least a paragraph. Address different ideas, approaches, or perspectives that you gleaned from their responses, or highlight what resonated with you the most. Note that 0.5 points will be deducted for each missing reply. Additionally, only replying to peers' postings without contributing your own original posting will result in gaining no points.

3. Movie analyses (Due: Oct 11; 15 pts)
There are a number of films that feature a prominent career development storyline. Select one and watch it (e.g., The Pursuit of Happiness, The Devil Wears Prada, Hidden Figures, Up in the Air, The Intern, Julia & Julia). In selecting a movie, please be noted that it should have a clear career development theme or a character experiencing significant career challenges or growth. Students will analyze the career journey of the main character(s), applying relevant career development theories to critique and evaluate the character's growth and decisions. The report should include the following sections:
1. Summary: Briefly summarize the movie and introduce the main character(s) whose career development will be analyzed.
2. Theoretical Application: Identify and discuss the career development theories evident in the

movie. These could include, but is not limited to, Super's Life-Span Theory, Holland's Theory of Career Choice, or theories related to resilience, self-efficacy, vocational choice, role of mentors, and transformational learning.

3. Critical Analyses: Consider aspects such as the character's background, the economic and social context, and the support systems in place. Discuss how external factors (organizational culture, economic conditions, personal life) influenced these decisions. Additionally, critically evaluate the realism of the career development portrayed in the movie. Discuss any potential biases or cinematic dramatizations that may have altered the realistic portrayal of career development.

4. Conclusion: Reflect on the overarching lessons about career development gleaned from the movie. Discuss how the insights gained from the analysis can be applied to modern organizational practices and personal career planning.

Your final paper should be at least 5 page-long, but not exceed 10 pages (title and reference pages are not counted. The due is 11:59 pm on October 11.

4. Personal career development plan (Due: Nov 1)
The purpose of this assignment is to encourage you to reflect on your career aspirations, assess your current capabilities, and develop a comprehensive plan for your future career development. This assignment will guide you through identifying your career goals, analyzing potential challenges, and considering the cognitive, behavioral, and situational factors that may influence your career journey. Your final paper should include the following sections:

1. Introduction (1-2 pages)
   - Career Goals: Clearly articulate your short-term and long-term career goals; Explain why you have chosen these goals. What are your motivations? What experiences or influences have shaped these aspirations?
   - Alignment with Personal Values and Interests: Discuss how your career goals align with your personal values, interests, and strengths; Consider how your goals reflect your identity and life purpose.
2. Current Status and Gap Analysis (2-3 pages)
   - Assessment of Current Skills and Knowledge: Provide an honest evaluation of your current skills, knowledge, and experiences related to your career goals; Identify any gaps or areas where you need further development.
   - Resources and Opportunities: Identify the resources available to you (e.g., education, mentors, professional networks, workshops) that can help you close these gaps; Discuss any opportunities you can pursue to gain the necessary skills and experience.
3. Challenges and Strategies (2-3 pages)
   - Potential Barriers: Identify potential challenges, barriers, or hurdles you may encounter as you work toward your career goals; Consider both internal factors (e.g., self-doubt, lack of motivation) and external factors (e.g., industry competition, economic conditions).
   - Overcoming Strategies: Develop strategies to overcome these challenges; Consider both proactive measures (e.g., skill development, networking) and reactive measures (e.g., coping mechanisms, alternative plans).
   - Support Systems: Identify the support systems you can rely on, such as mentors, peers, or professional networks, to help you navigate challenges.
4. Influencing Factors (2-3 pages)
   - Cognitive Factors: Explore how your mindset, beliefs, and thought patterns may influence your career development; Reflect on how you can cultivate a growth mindset and maintain resilience in the face of setbacks.
   - Behavioral Factors: Analyze how your habits, actions, and behaviors impact your progress.; Consider how you can develop productive routines, stay motivated, and maintain focus on your goals.
   - Situational Factors: Examine how external circumstances (e.g., workplace environment, economic trends, social factors) might affect your career journey; Discuss how you can adapt to or leverage these factors to your advantage.
5. Conclusion (1 page)

- Summarize the key takeaways from your career development plan.

The final paper should be between 8-12 pages, excluding the title page and references.

5. Group Project: Organizational career development strategy (Paper Due: Nov 22, 15 pts; Presentation Due: Dec 6, 10 pts)
In this assignment, you will work in groups to design a career development strategy for a hypothetical company (you name it!). Your group's strategy should align with the company's goals, address the needs of its diverse workforce, and incorporate innovative HR practices to improve employee satisfaction, retention, and productivity. The final report should include the following sections:
1. Organizational Profile: industry, size, location, employee demographics, organizational chart, current HR practices, market trends.
2. Organizational Goals and Challenges: Organizational objectives for growth and market positioning. What are the task-related, organizational, and individual gaps in achieving organizational goals? Are there any future job demands?
3. Strategies and Implementation Plan: Propose a structured plan that includes career pathways, succession planning, and employee growth opportunities. Detail how each part of the plan is aligned with organizational goals and identified gaps.
4. Evaluation Plan: How to evaluate the effectiveness of the proposed interventions/strategies. Detail the methods and metrics to be used for the assessment.

- The final paper should be between 8-12 pages, excluding the title page and references.
- Group presentations should last 10-15 minutes. The presentation needs to be recorded; create a link, and submit it to Canvas. All group members must participate in the presentation. Be sure to use PowerPoint slides.

FINAL GRADES

Grade	A	B	C	D	F
Range	over 90%	80% - 90%	70% - 80%	60% - 70%	below 60%

GRADING GUIDELINES

See Assignment Guidelines on Canvas to ensure that you understand evaluation criteria before beginning an assignment. No incompletes will be awarded unless there is an emergency (e.g., positive on a COVID test). In case of a late submission, there will be one point subtracted from your grade per day. To receive no penalty for late submission, you must inform me of the reasons why you need an extension or incomplete **in advance**.

COURSE POLICIES

Academic Dishonesty Statement
The faculty expects from students a high level of responsibility and academic honesty. Because the value of an academic degree depends upon the absolute integrity of the work done by the student for that degree, it is imperative that a student demonstrates a high standard of individual honor in his or her scholastic work.

Scholastic dishonesty includes, but is not limited to, statements, acts or omissions related to applications for enrollment of the award of a degree, and/or the submission, as one's own work of material that is not one's own. As a general rule, scholastic dishonesty involves one of the following acts: cheating, plagiarism, collusion and/or falsifying academic records. Students suspected of academic dishonesty are subject to disciplinary proceedings.

University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event that disciplinary measures are imposed on the

student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor.

<mark>Plagiarism will not be tolerated</mark>, and learners should be aware that all written course assignments will be checked by plagiarism detection software. Violations of academic integrity will be reported and processed according to the guidelines established by the University.

UNIVERSITY POLICIES and **UT TYLER RESOURCES FOR STUDENTS**
Information is available on Canvas Syllabus

COLLEGE OF BUSINESS STATEMENT OF ETHICS

The ethical problems facing local, national and global business communities are an ever-increasing challenge. It is essential the Soules College of Business help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the College of Business at UT Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage, and misuse.
- Conduct yourself in a professional manner both on and off campus.

ARTIFICIAL INTELLIGENCE

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy. For this course, AI is permitted only for specific assignments or situations, and appropriate acknowledgment is required. In this course, we may use AI tools (such as ChatGPT and Copilot) to examine how these tools may inform our exploration of the class topics. You will be notified as to when and how these tools will be used, along with guidance for attribution. Using AI tools outside of these parameters violates UT Tyler's Honor Code, constitutes plagiarism, and will be treated as such.

HRD 5316 COURSE SCHEDULE[1]

Week	Topic	Assignments
1 (8/26-9/1)	An introduction to Career Development	- Self-introduction - OCDS: Group Formation and kick-offs
2 (9/2-9/8)	Career Theory and Concepts I	- Case Study A - MA: Movie Selection & why this movie ?
3 (9/9-9/15)	Career Theory and Concepts II	- PCDP: Introduction
4 (9/16-9/22)	Strategic Career Development	- Case Study B - OCDS: Company Profile
5 (9/23-9/29)	Career Development Interventions I	- MA: Work-in-progress
6 (9/30-10/6)	Career Development Interventions II	- Case Study C
7 (10/7-10/13)	Mid-term	- MA: Final Paper
8 (10/14-10/20)	Career Psychology I	- Case Study D - PCDP: Work-in-progress
9 (10/21-10/27)	Career Psychology II	- Case Study E
10 (10/28-11/3)	Career Development and Diverse Populations	- PCDP: Final Paper
11 (11/4-11/10)	Career Challenges I	- OCDS: Work-in-Progress
12 (11/11-11/17)	Career Challenges II	- Case Study F
13 (11/18-11/24)	Ethical and Social Justice Considerations	- Case Study G - OCDS: Final Paper
14 (11/25-12/1)	Thanksgiving Holidays	
15 (12/2-12/8)	Career Development to Future	- OCDS: Presentations

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[1] All due dates and assignments are subject to change depending on the circumstances throughout the semester.