Psychology 992 (Section 602)  
Careers in Organizations

Course Objectives
The overall purpose of this course is to introduce you to the field of career psychology, especially as it pertains to careers in organizations. More specifically, the course will:
(a) increase your knowledge of the different theories and models of career psychology,
(b) increase your understanding of research on career choice and work adjustment, and
(c) expose you to some of the special issues and problems of careers in organizations.

Course Requirements
There are three major course requirements: (a) active participation in class discussions, exercises, and homework assignments, (b) one formal class presentation on the development of a NEW measure of a career construct (e.g., career satisfaction scale, business career specialty choice inventory, career advancement self-efficacy scale, etc), and (c) one term paper consisting of a review paper applying a construct or model from Organizational Psychology (e.g., turnover, organizational commitment, workplace bullying, etc) to a career issue or problem. Class presentations should last about 15-20 minutes (including 2-3 minutes at the end for questions and discussion). The actual amount of time allotted to each presenter will depend on the actual number of students enrolled in the course. Presenters are also expected to provide a brief 2-3 page summary as a handout for class members. Schedule for class presentations will be arranged during the first few meetings.

More detailed instructions about the topic and scope of the term paper will be provided by the instructor during the first few weeks of classes. Term papers and class presentations must NOT be on the same topic. The final term paper is due by 5:00 pm on November 29, 2016.

Required Texts

There is also a list of Assigned Readings (designated as AR # in your course schedule) from various sources.

Additional Resources
To help you identify additional resources in learning about careers in organizations as well as finding materials for your class presentations and term papers, please see “Additional Resources List” provided below the course schedule.
# Course Outline

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Readings</th>
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<tbody>
<tr>
<td>Sept 6</td>
<td>Introduction: What is a career?</td>
<td>Hall, Ch. 1</td>
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<td></td>
<td>Theories of Career Choice I</td>
<td>Hall, Ch. 3</td>
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<td>Sept 13</td>
<td>Theories of Career Choice II</td>
<td>AR 1</td>
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<td>Sept 20</td>
<td>Career Specialty Choice</td>
<td>AR 2,3,4,5</td>
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<td>Sept 27</td>
<td>Career Adaptability &amp; Success</td>
<td>Hall, Ch. 5, 7, AR 6,7,8</td>
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<td>Oct 4</td>
<td>Career Assessment</td>
<td>AR 9,10,11</td>
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<td>Oct 11</td>
<td>Career Stages</td>
<td>Hall, Ch. 4, AR 12,13,14</td>
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<tr>
<td>Oct 18</td>
<td>Retirement &amp; Succession Planning</td>
<td>AR 15,16,17,18</td>
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<td>Oct 25</td>
<td>Job Stress &amp; Burnout</td>
<td>AR 19,20,21,22, 23</td>
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<td>Nov 1</td>
<td>Women’s Careers &amp; Dual Career Couples</td>
<td>AR 24, 25, 26, 27</td>
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<td>Nov 15</td>
<td>Racial and Ethnic Minority Groups</td>
<td>AR 28,29,30,31,32,33</td>
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<td>Nov 22</td>
<td>Expatriates &amp; International Careers</td>
<td>AR 34,35,36,37,38</td>
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<td>Nov 29</td>
<td>Mentoring</td>
<td>AR 39,40,41,42,43</td>
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<td>Dec 6</td>
<td>Executive Coaching</td>
<td>AR 44,45,46,47,48</td>
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<td>Dec 12</td>
<td>Student Presentations</td>
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<td>(Course Evaluation)</td>
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Introduction

Career Specialty Choice

Career Adaptability and Success

Career Assessment

**Career Stages**


**Retirement & Succession Planning**


**Job Stress & Burnout**


**Women’s Careers & Dual Career Couples**


**Racial and Ethnic Minority Groups**


Expatriates & International Careers


Mentoring


Executive Coaching


### Additional Resources

#### Primary Journals:

*Career Development Quarterly*
*Career Development International*
*Journal of Career Assessment*
*Journal of Career Development*
*Journal of Organizational Behavior*
*Journal of Vocational Behavior*
*Work, Employment and Society*
*Work and Occupations*
*Work and Stress*

#### Primary Books:


