

COURSE DESCRIPTION

Course code	Course group	Volume in ECTS credits	Course valid from	Course valid to
EVP5001	c	6	2012 04 01	
Course type			optional	
Course level			the second cycle (master studies)	
Semester the course is delivered			1 st	
Study form			face-to-face	

Course title in Lithuanian

Karjeros valdymas

Course title in English

Career management

Short course annotation in Lithuanian

Šio kurso tikslas yra suteikti studentams teorinių žinių ir praktinių įgūdžių, būtinų asmeninės karjeros planavimui, organizavimui ir valdymui. Dalykas skirtas suteikti studentams naujas žinias apie būtinybę plėtoti asmeninę karjerą globalioje aplinkoje; ugdyti gebėjimus sėkmingai planuoti, organizuoti ir valdyti asmeninę karjerą. Pagrindinės temos: karjeros vystymo konceptai; asmeninės karjeros tyrinėjimo veiklos ir metodai; karjeros vystymo organizacijoje modeliai; talentų atpažinimas ir vystymas organizacijoje; karjeros vystymas globalioje aplinkoje.

Short course annotation in English

The aim of this course is to study theoretical and practical issues of personal career planning, organizing and management. In this course the students should get the advanced knowledge about the motivation to develop personal career in the age of globalization; should gain skills in using personal features and knowledge about the world of work; should learn to plan personal career using career development methods. Main topics: theoretical discussion on career development concepts; analysis of main personal features and applying it to career management; focusing in on personal talent; career in the global environment.

Prerequisites for entering the course

Personnel management

Course aim

To teach students to theories and concepts of personal career development and to develop student's skills in personal career planning, organizing and management

Links between study programme outcomes, course outcomes and criteria of learning achievement evaluation

Study programme outcomes	Course outcomes	Criteria of learning achievement evaluation
3) To choose appropriate forms of leadership, motivation and communication with regard of personnel of organization	1) To analyze the main personal talents and elements of success	Student is able to analyze the main personal talents and elements of success
	2) To choose relevant personal career planning and management strategy	Student is able to choose relevant personal career planning and management strategy
	3) To determine interest conflicts of personal and organizational career	Student is able to determine interest conflicts of personal and organizational career
	4) To analyze and evaluate the results of the process of career development	Student is able to analyze and evaluate the results of the process of career development
	5) To apply relevant culture of behavior and to keep the ethical requirements in the career development process	Student is able to apply relevant culture of behavior and to keep the ethical requirements in the career development process.

Link between course outcomes and content

Course outcomes	Content (topics)
1) To analyze the main personal talents and elements of success;	1. The career management: theory and application. 2. Personal career: theories and methods. 3. Preparation for career: personal development and talents. 4. Exploration of personal talents and career.
2) To choose relevant personal career planning and management strategy;	5. Methods of personal career planning. 6. Strategies of personal career development.
3) To determine interest conflicts of personal and organizational career;	7. Career development and applying of facilities. 8. Management of talents in organizations 9. Career and organizations.
4) To analyze and evaluate the results of the process of career development;	10. Models and stages of career development in the organization. 11. Career key roles and management. 12. Self career development: challenges and problems.
5) To apply relevant culture of behavior and to keep the ethical requirements in the career development process.	13. Career development in the global environment: problems and challenges. 14. Career and ethic in the global environment. 15. Career, etiquette, business protocol and globalization.

Study (teaching and learning) methods

Teaching methods: provision of information (explanation, illustration), using visual aids; case-based lecture; formulation and explanation of problem-based examples, formulation and explanation of practical tasks; moderation of case-study analysis; moderation of discussion; consulting.

Learning methods: individual work: searching for and analysis of information in scientific literature, textbooks, periodicals, etc.; case-study analysis; analysis of problem-based examples; preparing practical tasks; students' work when preparing seminar tasks and independent work; discussion; consultation; oral self-reflection.

Methods of learning achievement assessment

Written assessment (during the colloquium and examination); assessment of the oral presentation of seminar tasks; assessment of the independent work preparation and the oral presentation.

Distribution of workload for students (contact and independent work hours)

Lectures and case-study analysis – 30 hrs.

Seminars and case-study analysis – 15 hrs.

Team work (employing IT) – 15 hrs.

Individual work (*preparation for lectures, seminars, case-study analyses, independent studying of literature, an oral work presentation, colloquium and examination*) – 100 hrs.

Structure of cumulative score and value of its constituent parts

Colloquium – 30%.

Independent work (*intended for the preparation of an independent work and its oral presentation*) – 20%.

Examination – 50 %.

Recommended reference materials

No.	Publication year	Authors of publication and title	Publishing house	University library
1.	2006	Petkevičiūtė N. Karjeros valdymas / asmeninė perspektyva.	VDU leidykla	25
2.	2008	Jane Yarnall. Strategic Career management	Elsevier	1
3.	2000	Greehaus, J., Callanan, G. Career Management	Harcourt, Inc.	1
4.	2009	Rosemarie Wrede-Grischkat. Manieros ir karjera.	Pradai	1
Supplementary materials				

1.	2011	Jochen Mai. Karjeros biblija. Kaip planuoti karjerą ištisus metus. .	Alma littera	
2.	2008	Jeffrey K.Liker, David P.Meier. „TOYOTA“ talentas	Smaltijos leidykla	
3.	2002	Hunt J.M. and Weintraub J.R. The Coaching Manager. Developing Top Talent in Business.	Sage pub.	
4.	2005	Dickmann, M. and Harris, H. Developing Career Capital for Global Careers: The Role of International.	World Business Journal,2009/2	
5.	2012	Brench R., Sheword S. Motivational Career, Counselling and Coaching. Cognitive and Behavioral Approaches.	SAGE Publications	

Course programme designed by

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