

COURSE DESCRIPTION

Course code	Course group	Volume in ECTS credits	Course valid from	Course valid to	Reg. No.
EDU 5054	Master	4	2012	2014	

Course type	Compulsory
Course level	2nd
Semester the course is delivered	Second
Study form	Face-to-face

Course title in Lithuanian

Konsultavimas karjerai organizacijoje

Course title in English

Career Counseling in Organization

Short course annotation in Lithuanian

Kursas skirtas analizuoti pagrindines konsultavimo karjerai problemas modernioje organizacijoje, diskutuoti apie pagrindines konsultanto karjerai funkcijas ir veiklas organizacijoje. Kursas apima temas apie: karjeros modernioje organizacijoje sampratą, psichologines karjeros rinkimosi ir plėtojimo teorijas, personalo gebėjimų vertinimą ir personalo atranką, jo elgseną šiuolaikinės karjeros kontekste, personalo mokymą ir karjeros planavimą, motyvaciją ir personalo sveikatos reikšmę planuojant karjerą; socialinius karjeros planavimo aspektus, vadovavimą ir vadybą karjeros kontekste.

Short course annotation in English

The objectives of the course - to analyse the main problems of career counseling in modern organization, to discuss the main functions and activities of career counselor in organization. The topics included are – the definition of career in modern organizations, psychological theories of career choice and development; personnel achievement assessment, performance appraisal in career context, training and career planning, motivation and health in career psychology; social aspects of career, leadership and management in career development.

Prerequisites for entering the course

Student should have basics of educology and psychology also they should be finished humane, social, sociology or management science studies.

Studentai turi būti baigę humanitarinių ar socialinių mokslų srities edukologijos, psichologijos, sociologijos ar vadybos mokslo kryptių studijas bei įgiję edukologijos ir psichologijos pagrindus.

Course aim

Course aim is to analyse the main problems of career counseling in organization and to discuss the main functions and activities of career counselor.

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

Study programme outcomes	Course outcomes	Criteria of learning achievement evaluation
1. To evaluate critically theories of career designing and other related sciences as well to apply them for systemic analyses of career designing phenomena;	To describe meaning of the career and career counseling from the viewpoint of organizational psychology;	1. Social processes of organization. Culture and problems of organization. 2. Work team, group influence to the career of employee.
2. To apply career education and career planning strategies in education and labour market organizations, assuring possibilities for vocational self-expression and permanent development;	To characterize main activities and functions of the career counselor in organization;	3. Roles, activities and functions of career counselor in organization. 4. Ethical and juridical dimensions of career counseling.

5. To apply vocational career research results, giving advice for education and labour market organizations to improve career designing activities;	To apply factor assessment methods of individual and personnel potencial.	6. Management of alteration. Motyvation of professional activity. Motivation and career counseling of employees. 5. Assessment of efficiency of career counseling.
6. To design plans for persons of various target groups to choose profession or further career development;	To design and assess career counseling activity in organization;	3. Roles, activities and functions of career counselor in organization. 5. Assessment of efficiency of career counseling.
7. To give advice for person or group of persons about professions, their content and requirements for personal features and qualification, vocational training system and labour market needs;	To apply psychological theories of career choice and development to understand and explain organizational situations in the group and individual level; To interpret reasonably and use research results of personnel potential assessment;	7. Planning and selection of personnel in organization. Domentions of efficiency of employability. Work-search conversation. . 8. Assessment methods of potential of employees. Assessment of employees activity from the viewpoint of career. 9. Health and career of employess. Difficulties of career seeking. 10. Theaching and career planing of employees; the roles of the system of employees teaching and it impact to employees career.
8. To apply ethical principles for informing and counselling, performing research on cognition of person, professions and labour market as well as designing information and counselling plans.	To apply factors of assessment methods of individual and personnel potencial.	8. Assessment methods of potential of employees. Assessment of employees activity from the viewpoint of career. 10. Theaching and career planing of employees; the roles of the system of employees teaching and it impact to employees career.

Link between course outcomes and content

Course outcomes	Content (topics)
To describe meaning of career and career counseling from the viewpoint of organizational psychology;	1. Social processes of organization. Culture and problems of organization. 2. Work team, group influence to the career of employee.
To characterize main activities and functions of career counselor in organization;	3. Roles, activities and functions of career counselor in organization. 4. Ethical and juridical dimentions of career counseling.
To apply factors of assessment methods of individual and personnel potencial;	6. Management of alteration. Motyvation of professional activity. Motivation and career counseling of employees. 5. Assessment of efficiency of career counseling.
To design and assess career counseling activity in organization;	3. Roles, activities and functions of career counselor in organization. 5. Assessment of efficiency of career counseling.
To apply psychological theories of career choice and development to understand and explain organizational situations in the group and individual level; To interpret reasonably and use research results of personnel potential assessment;	7. Planning and selection of personnel in organization. Dimentions of efficiency of employability. Work-search conversation. 8. Assessment methods of potential of employees. Assessment of employees activity from the viewpoint of career. 9. Health and career of employess. Difficulties or career seeking. 10. Theaching and career planing of employees; the roles of the system of employees teaching and it impact to employees career.
To apply factors of assessment methods of individual and personnel potencial.	8. Assessment methods of potential of employees. Assessment of employees activity from the viewpoint of career 10. Theaching and career planing of employees; the roles of the system of employees teaching and it impact to employees career.

Study (teaching and learning) methods

Teaching methods: explanations when presenting the information, presentation of examples, moderation of discussions, consultation on individual/ team assignments.
 Study methods: participating in discussions, analysis of scientific literature and documents, oral and written presentations of individual/ team assignments.

Methods of learning achievement assessment

Assessment of individual/ team assignments through critical reading, observation of oral presentation, testing in exam.

Distribution of workload for students

Contact work – 12 hours
 Seminars, practical activities - 12 hours
 Team work - 26 hours
 Individual work– 60 hours
 Total 110 hours

Structure of cumulative score and value of its constituent parts

- Individual work (comparative analysis of situation) – 25 proc.
- Intermediate report (oral presentation and defence of case study report) – 25 proc.
- Exam (test and conversation) – 50 proc.

Recommended reference materials

Nr.	Leidimo metai	Leidinio autoriai ir pavadinimas	Leidykla	Egzempliorių skaičius		
				Universiteto bibliotekoje	Metodiniuose kabinetuose	Kitose bibliotekose
Pagrindinė literatūra						
1.	2003	Robbins S.P. Organizacinės elgsenos pagrindai.	Poligrafija ir informatika.	VDU biblioteka, 3 egz.		
2.	2001	Dessler G. Personalo valdymo pagrindai.	Poligrafija ir informatika	VDU biblioteka, 3 egz.		
3.	2005	Nik Chmiel (red) Darbo ir organizacinė psichologija.	Poligrafija ir informatika	VDU biblioteka, 3 egz.		
Papildoma literatūra						
4..	2005	Marchington M., Wilkinson A. Human Resource Management at Work. People Management and Development.	Londo:Chartered Institute of Personnel and Development.	VDU biblioteka, 3 egz.		
5.	2007	H.Figler and R.Nelson Bolles. The career counselor's handbook.	Berkeley (Calif.) Toronto : Ten Speed Press,	VDU biblioteka, 3 egz.		
6	2006	Vernon G. Zunker. Career counseling :a holistic approach.	Belmont. (Calif.) Thomson Brooks/Cole	VDU biblioteka, 2 egz.		

Course programme designed by

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