



Career Management: 37:533:317:B1
SUMMER 2023

Tuesday & Thursday 1:00-4:40 pm.
Location: ZOOM

Instructor: Len Garrison: LGarrison@SMLR.Rutgers.edu (732) 259-9904

Required Readings:

Class material will be posted on Canvas
There is no Textbook for this course

Office Hours:

E-mail (Len Garrison): LGarrison@smlr.rutgers.edu
Office hours: By Appointment

Course Objectives:

This course will provide undergraduate level students an overview of career management topics such as resumes, cover letters, interviewing, salary negotiation, and LinkedIn. In addition, the topics for this course will cover phases of career management including the changing employment reality, career stages, career paths, understanding self-assessment results, preparing for the job market, understanding the job search process, and maximizing effectiveness in career development. As an elective within the Human Resource Management (HRM) major, this course is relevant as HR managers are often placed in the role of advising others with respect to their careers while simultaneously managing their own. This course will offer an introduction to the issues relevant for students' current and future career management.

SMLR Learning Objectives:

This course is designed to help students attain the following SMLR learning objectives:

IV) Theoretical Perspectives - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation.

- Demonstrate an understanding of the practical perspectives, theories, and concepts in their field of study
- Evaluate and apply theories from social science disciplines to workplace issues

VII) Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations

- Develop effective presentation skills appropriate for different settings and audiences
- Develop career management skills to navigate one's career
- Understand cultural differences and how to work in a multicultural environment
- Work productively in teams, in social networks, and on an individual basis
- Develop cultural agility competencies
- Demonstrate lifelong personal & professional development skills

Examinations:

There will be two non-cumulative examinations as noted on the course schedule. Make-up policy: An examination grade of “0” will be assigned to any student who does not have an excused absence as defined on the syllabus.

Students with learning disabilities should present a statement to that effect with appropriate documentation as early in the semester as possible, but certainly prior to the first midterm examination. A makeup exam will be held at a time convenient to the instructor when all students needing to take the makeup can be present. An examination cancelled by the instructor will be held at the next regularly scheduled class period.

Assignments:

Seven assignments are to be submitted in class and on-line on the date indicated on the syllabus, unless stated otherwise. All assignments are worth either 10 points or 20 points. Ensure you answer all parts of the assignment. Each assignment must be typed and well written and will be graded on a scale from 0 to 20 points (or 0 to 10 points for assignments #3, #4, #5, and #6).

Late assignments will be automatically penalized if arrangements are not made in advance for late turn-in or without a valid excused absence. **Assignments handed in late without a valid excuse will be deducted 20% within 1 week late and then a “0” will be recorded. Questions concerning grades must be addressed within 2 business days of assignments returned in class, regardless of whether you were in class that day.**

In-Class Participation:

This is an interactive class and participation is expected. Students can learn a tremendous amount from each other - you should feel free (and be prepared) to provide your comments, ask thoughtful questions, and share your own experiences with the class. Moreover, active engagement with course ideas and concepts (i.e., thinking about how they apply and why, generating questions or examples) helps develop well-rounded, reasoned judgments. Finally, research shows that students learn more when they are engaged and participate actively. For these reasons, active participation is an important class component.

Excused Absences:

Excused absences include illness (verified by a note from a doctor); inclement weather only when the Rutgers Information Service (848-932-INFO) indicates that Rutgers is closed; religious holidays, or when the instructor emails the class announcing class is suspended.

Grading:

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| Assignments: | 40% |
| Midterm Exam: | 20% |
| Final Exam: | 20% |
| Attendance/Participation: | 20% |
| Total: | 100% |

Course Grading:

A: 90 – 100 B+: 87 – 89 B: 80 – 86 C+: 77 – 79 C: 70 – 76 D: 65 – 69 F: < 65

THERE WILL BE NO EXTRA CREDIT IN THIS COURSE!

Schedule and Topics

| Dates | Topic | In Class Work | Assignment DUE |
|---------|---|--|--|
| May 28 | Introduction and overview of course Resumes (Part 1A – Resumes) | | None |
| May 30 | In class resume review Career Fair Prep Cover Letters (Part 1B – Cover Letters) | Deconstructing Job Descriptions | (#1) Resume Submit in Assignments Tab |
| June 4 | Job Interviews/ References/ Salary Negotiation (Part 2A - Job Interviewing) | | None |
| June 6 | In class cover letter review Job References and Background Checks (Part 2B - References/Salary Negotiation) | “Thank you” notes | (#2) Cover Letter Submit in Assignments Tab |
| June 11 | Job Search Strategies, Recruiting Firms, Job Boards, Advertisements and Building a Professional Network (Part 3 - Job Search Strategies/Recruiting Firms/Networking) | (In-class graded assignment) | (#3) Recruiting Firms |
| June 13 | Creating a Positive Professional Image (Part 4 – Branding and Social Media) Using Social Media to Find Jobs (Part 4 – Branding and Social Media) Managing your Online Image LinkedIn Presentation | | None |
| June 18 | Jamie Dimon video MIDTERM | | (#4) Mini Bio |

| Dates | Topic | In Class Work | Assignment DUE |
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| June 20 | Review Midterm Exam The New Employment Reality and Labor Market Trends (Part 5 - Labor Markets) <u>Other Resources:</u> Bureau of Labor Statistics at http://www.bls.gov/home.htm Introduction to Self-Assessment Theories/Tools (Part 6 - Self-Assessment) Self-Assessment Interpretations (Part 6 - Self-Assessment) MyersBriggs: http://similarminds.com/jung.html Career Interests Profile (Holland) http://quintcareers.testingroom.com/ (free) Keirsey Temperament Sorter (KTS-II): http://www.keirsey.com/sorter/instruments2.aspx?partid=0 | Interviewing with HR | None |
| June 25 | Career Exploration/ Career Ladders (Part 7 – Career Exploration) Market Research (Part 8 – Market Research) Occupational Outlook Handbook: http://www.bls.gov/oco/ Google Finance: http://www.google.com/finance | In class work – Job Outlook | (#5) Personality Test - Submit in Assignments Tab |
| June 27 July 2 | Person-Organization Fit and Org Culture Geography, Relocation, Global Mobility (Part 9 – Organizational Culture) Developing Skills and Abilities Performance Management/Employment Testing (Part 10 – Developing Skills and Abilities) | | (#6) O*Net - Submit in Assignments Tab |
| | FINAL EXAM Steve Jobs Video | | (#7) Final Assignment - Submit in Assignments Tab |

Assignment Instructions

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| Assignment 1 (RESUME) due on 5/30 | |
| Objectives | <ul style="list-style-type: none"> • Write a professional resume following the guidelines reviewed in class. • Make sure to include contact information, summary, relevant experience and educational background. Double check for any typos or grammatical errors. |
| Grading | 20 points |
| Assignment 2 (COVER LETTER) due on 6/6 | |
| Objectives | <ul style="list-style-type: none"> • Write a professional cover letter to a targeted company (a real job you would have interest in) following the guidelines reviewed in class. • Make sure to include contact information (yours and employers), introduction, body, and closing action statement. Can be creative with how you write your cover letter. |
| Grading | 20 points |
| Assignment 3 (RECRUITING FIRMS) completed in class on 6/11 | |
| Objectives | <ul style="list-style-type: none"> • For your <u>two different</u> career options that you are qualified for (i.e. Entry-level positions, HR reps, HR generalists, recruiter), identify two recruiting firms, two <u>targeted</u> job boards, two professional organizations, and two professional journals. • Explain connections between career options and targeted recruiting firms/job boards/professional journals/professional organization |
| Grading | 10 points |

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| Assignment 4 (MINI-BIO) due on 6/18 | |
| Objectives | <ul style="list-style-type: none"> • Create a Mini-Bio with a picture following the guidelines reviewed in class and the template posted on Canvas. • Maximum 11 lines for elevator pitch and 5 lines for ‘tell me about yourself’ • Picture: May be taken with your phone, laptop or camera. Professional picture should be from the chest up, no cropped off body parts, clean background and appropriate clothing. |
| Grading | 10 points |
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Assignment 5 (PERSONALITY TEST) due on 6/25

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| Objectives | <ul style="list-style-type: none">• Summarize your self-assessment results: Myers Briggs, Career Interests Profile (Holland), Keirsey Temperament (KTS-II), and explain what each of these results mean for identifying your career options. Based on these results, describe the <u>characteristics</u> of your ideal career that you would apply to now (i.e. HR reps/ campus recruiters NOT CEO or HR managers unless you have qualified experiences).• Refer to the template on Canvas |
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| Grading | 10 points |
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Assignment 6 (O*NET/ JOB OUTLOOK) due on 6/27

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| Objectives | <ul style="list-style-type: none">• Visit O*Net and select My Next Move. Go to “Tell us what you like to do” (Holland) and <u>identify two different career options</u> that you would apply to now (i.e. HR reps/ campus recruiters NOT CEO or HR managers unless you have qualified experiences) based on your results. Next enter your career options in “search careers with key words” and review the position profiles. Next go to O*Net online (bottom of profile) and review the summary report. Explain in detail how these position profiles match with your self-assessment results. <p style="text-align: center;">IN CLASS WORK (JOB OUTLOOK)</p> <ul style="list-style-type: none">• Visit the Occupational Outlook Handbook and enter your two career options from assignment 6 and write a summary of the Job Outlook including employment change, job prospects, top industries, and earnings. Also, for each career option identify five targeted firms/organizations (total of 10 firms/organizations).• Refer to the template on Canvas |
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| Grading | 10 points |
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Assignment 7 (FINAL ASSIGNMENT) due on 7/2

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| Objectives | <ul style="list-style-type: none">• Create an <u>action plan</u> for your next career move. Specifically indicate what your primary career goal is and why this is a good fit for you (refer to personality, interests, values, etc.). List the specific steps you plan to take to pursue this goal.• Refer to the template and article (“Success in no Accident”) on Canvas |
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| Grading | 20 points |
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