

## Information sheet for the course Career Management and Development

<b>University:</b> <i>Alexander Dubček University of Trenčín</i>	
<b>Faculty:</b> <i>Faculty of Social and Economic Relations</i>	
<b>Course unit code:</b> <i>LZPV53</i>	<b>Course unit title:</b> <i>Career Management and Development</i>
<b>Type of course unit:</b> <i>compulsory optional</i>	
<b>Planned types, learning activities and teaching methods:</b> <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face</i> <i>Seminar:</i>	
<b>Number of credits:</b> <i>3</i>	
<b>Recommended semester:</b> <i>4<sup>th</sup> semester 2<sup>nd</sup> year</i>	
<b>Degree of study:</b> <i>II. (engineer, magister)</i>	
<b>Course prerequisites:</b> "none"	
<b>Assesment methods:</b> <i>During the semester, there will be two tests (for 10 points each) administered via e - learning. Criteria for final evaluation: A - 100%, B - 91% C - 81%, D - 71%, E - 61%, Fx - 51%. The conditions for successful passing of the course include requirement to obtain at least 60% from each test. Absences on two lectures are excused. At the end of the semester during the examination period: Exam. Final evaluation: Achieved average.</i>	
<b>Learning outcomes of the course unit:</b> <i>A student completing the course acquires a comprehensive system of knowledge in management, planning, development of career and career motivation. The student will know issues of the professional career, the self-discipline, the substance of career development from individual and social perspective. The student will understand the issue of individual approaches to career and criteria for career development. After successful completion of a learning process, the student will be ready to pursue further university studies.</i>	
<b>Course contents:</b> <i>1. Outline of the subject. Career. Traditional concept of career. Approaches to a career in the 20th century.</i> <i>2. Professional career. Self-discipline.</i> <i>3. Career Development. Subjective and objective career.</i> <i>4. Planning and management of career - perspective of an individual.</i> <i>5. Planning and management of career - perspective of a society.</i> <i>6. Factors affecting career. Socio-economic environment: organization, individual.</i> <i>7. The career motivation: McClelland, Holland, Schein, Jennings typology.</i> <i>8. Career structuring . Career stages and life period.</i> <i>9. Types and models of career, career assessment.</i> <i>10. Approaches to a career. Criteria for professional development.</i> <i>11. Career of women.</i> <i>12. Problems and obstacles (barriers) in a career. The most common problems in the course of the career.</i> <i>13. Search for employment, career development strategy.</i>	
<b>Recommended of required reading:</b> <i>Vojtovič, S. a kol.: Personálny manažment v organizácii. Aleš Čeněk, Plzeň 2013</i> <i>Vojtovič, S. a kol.: Riadenie personálnych činností v organizácii. IRIS, Bratislava 2008</i> <i>Armstrong, M.: Řízení lidských zdrojů. Grada Publishing, Praha 2007</i> <i>Bělohávek, F.: Osobní kariéra. Grada Publishing, Praha 1994</i> <i>Fuchsová, K. – Kravčáková, G.: Manažment pracovnej motivácie. Iris, Bratislava 2004</i>	

*Kachaňáková, A. a kol.: Riadenie ľudských zdrojov. Ekonóm, Bratislava 1999*  
*Koubek, J.: Nové perspektivy kariery pracovníků. In: Manažment priemyselných podnikov. UVTS, Zvolen 2006*  
*Mihok, J. – Trebuňa, P.: Personálny manažment. SFTU, Košice 2006*  
*Růžička, J. a kol. Řízení profesní kariéry zaměstnanců. VŠE, Praha 1993*  
*Tureckiová, M.: Řízení a rozvoj lidí ve firmách. Grada Publishing, Praha 2008*

**Language:** *Slovak*

**Remarks:**

*The course is offered in the summer semester of the second year of full-time graduate studies and in the summer semester of the second year of external graduate studies. This course is required elective.*

**Evaluation history:**

A	B	C	D	E	FX
0.0	0.0	0.0	0.00	0.00	0.0

**Lectures:**

*PhDr. Erika Hančovská, PhD.*

**Last modification:** *29.05.2014*

**Supervisor:** *doc. Mgr. Sergej Vojtovič, DrSc.*