



Syllabus Course Program



CAREER DEVELOPMENT OF A PERSONALITY

Specialty

054 – Sociology

Institute

Institute of Socio-Humanitarian Technologies

Educational program

Sociological support of economic activity

Department

Department of Sociology and Public Administration
(305)

Level of education

Master's level

Course type

Special (professional), Elective

Semester

2

Language of instruction

English, Ukrainian

Lecturers and course developers



Tereshchenko Dina Akramivna

dina.tereshchenko@khpi.edu.ua

Doctor of Sciences in Public Administration, Professor, Professor of the
Department of Sociology and Public Administration

Scientific and pedagogical experience - more than 18 years. Work experience in
the state administration - 13 years. Author of more than 200 scientific and
educational and methodical publications.

[More about the lecturer on the department's website](#)

<http://web.kpi.kharkov.ua/sp/professors-ko-vikladats-kij-sklad>

General information

Summary

The educational discipline "Career development of personality" is a component of the educational and professional training program for students of the second (master's) level of higher education in the specialty "Sociology" and reveals to students the methods and techniques of building a professional career in the sociological dimension.

Course objectives and goals

Formation in students of a system of sociological knowledge both about their own professional career development and about the professional development of personnel, the ability to choose an authentic path of personal development.

Format of classes

Lectures, practical classes, independent work, consultations. Final control - credit.

Competencies

GC06. Ability to make well-substantiated decisions.

GC07. Ability to motivate people and proceed towards the common goal.

SC09. Ability to organize work on employees motivation at organizations in economic branches.

Learning outcomes

PR01. To analyze social phenomena and processes using empirical data and present-day concepts and theories in sociology
PR07. To solve ethical dilemmas in accordance with the norms of a sociologist's ethics and human values.

PR10. To develop applied projects in employees motivating at organizations of economic branches.

Student workload

The total volume of the discipline is 120 hours. (4 ECTS credits): lectures – 32 hours, practical classes – 16 hours, independent work – 72 hours.

Course prerequisites

Sociological support of economic activity.

Methodology and methods of work with personnel

Features of the course, teaching and learning methods, and technologies

During the lectures for this course, the following teaching methods are used: the explanatory-illustrative method, the problem-based presentation method, and the partially-search (heuristic) method.

During seminar sessions, the partially-search (heuristic) method (when completing individual tasks) and the research method are applied.

Program of the course

Topics of the lectures

Topic 1. Professional Career as a Type of Social Mobility

Social stratification and social mobility. Career as a social phenomenon and a type of social mobility.

Research on careers on a macro-social scale.

Topic 2. The Concept of "Business Career" and Modern Theories of Career Management.

Understanding the concept of a "business career" and the evolution of perceptions of career. Factors influencing career development and life conditions. Individual values system. Theories of personnel career management.

Topic 3. Types, Models, Strategies, and Key Stages of Professional Career Development.

Types and models of careers. Career strategies. Stages of personnel career development. Job search and acquisition as the beginning of career formation. Career development and management processes.

Topic 4. Factors of Career Development and the Influence of Individual-Psychological Traits on One's Career.

Subjective and objective career resources. Culture and organizational dominants as factors in choosing a career strategy. Decision-making in career matters. Personality types and characteristic qualities.

Professional interests.

Topic 5. Gender Differences in Professional Careers. The Impact of Race and Ethnicity on Career Advancement

Gender as an organizational structure and an important factor in working life. Gender inequality and career development. Attitudes towards career advancement among men and women and their implementation.

"Glass walls, glass ceiling, glass elevator, glass basement." Racial and ethnic discrimination in the realization of career aspirations.

Topic 6. International Experience in Personnel Career Management.

Career as a process of professional development. Personnel career management in the USA and Japan.

Features of personnel career management in Germany and Sweden. Career management in England and France.

Topic 7. Career Building and Planning: Technologies and Processes.

Concepts of career choice and planning. Stages of career planning. Goal-oriented career management. Career plan and career development program.

Topic 8. Motivation for Career Growth, Formation, and Maintenance of Professional Image.

Main motives for personal career development. Measures to enhance employee motivation. Concept of effectiveness and efficiency of a career. Management of a business career and selection of development options.

Course title



National Technical University
"Kharkiv Polytechnic Institute"

Topic 9. Conceptual Foundations of Coaching and Career Growth Technologies.

Key concepts of coaching. Starting points for coaching. Types of coaching, individual and corporate (group) coaching. Advantages of applying coaching in personal and professional spheres. Linking career growth to enterprise development strategy. Principles of forming managerial personnel.

Topic 10. Issues of Personality Career Development. Ukrainian Refugees and Careers Abroad.

Uncertainty in a career and the essence of career crises. Types of career crises. Nature of career crises in students and young specialists. Ways to overcome career crises. Internally displaced persons and refugees in Ukraine: current realities.

Topics of the workshops

Topic 1. The Concept of "Business Career" and Modern Theories of Career Personnel Management.

Analysis of professionals' feedback. Factors influencing career development. Group discussion: the value system shaping in contemporary society and its impact on career choices. Case analysis of career management.

Topic 2. Types, Models, Strategies, and Key Stages of Professional Career Development.

Types, models, strategies, and key stages of professional career development. Job search and acquisition as the beginning of career formation. Process of development and management of personnel careers. Criteria for evaluating the effectiveness of personnel career development.

Topic 3. Factors of Career Development and the Influence of Individual-Psychological Traits on One's Career.

Development of a sociological research program within the context of the session's topic. Conducting surveys. Analysis of collected data. Report preparation. Discussion of research results.

Topic 4. International Experience in Personnel Career Management.

Personnel career management in the USA and Japan. Features of personnel career management in Germany and Sweden. Personnel career management in England and France.

Topic 5. Career Building and Planning: Technologies and Processes.

Survey on career preferences. Career planning consultations. Creating a career graph. Case study of career success. LinkedIn networking.

Topic 6. Motivation for Career Growth, Formation, and Maintenance of a Professional Image.

Analysis of motivational factors. Image and personal branding. Sociological analysis of career growth. Preparation of a presentation on the topic: "Motivation for career growth and business image" and Role-playing game "Career Perspective." Monitoring career development.

Topic 7. Conceptual Foundations of Coaching and Career Growth Technologies.

Analysis of business biographies. Career planning surveys. Studying the impact of the social environment. Case study with analysis of career development.

Topic 8. Problems of Personality Career Development. Ukrainian Refugees and Careers Abroad.

Survey on the theme "Uncertainty in a Career." Overcoming career crises: case study. Debates on types of career crises: a debate on how social and economic factors impact the occurrence and course of career development crises. Survey on the theme "Impact of armed conflicts on career development."

Topics of the laboratory classes

Self-study

Elaboration of lecture material.

Preparation for practical (seminar) sessions.

Independent study of topics and questions that are not covered in lectures.

The course includes the completion of an individual assignment in the form of a research paper and its presentation on a course-related topic, which the student freely chooses from the suggested topics or agrees upon with the instructor if they wish to pursue an initiative topic.

The student conducts a bibliographic search, prepares a presentation plan or formulates questions that need to be answered with reasoned arguments. After mastering the sources on the topic, the student explores the questions in depth and presents their work in a seminar.

The presentation should consist of 16-25 slides, and the report text should be 4-6 standard pages. The main content of the presentation is delivered in a free form during the seminar session, and the student receives a grade (20 points) which is added to the overall course rating..

Course materials and recommended reading

Основна література:

1. John I Mackowiak, Fred Eckel *Career management: Understanding the process*. March 1985 *American Journal of Hospital Pharmacy* 42(2):297-303
https://www.researchgate.net/publication/19184616_Career_management_Understanding_the_process
2. Соціологія: теорії середнього рівня: навчальний посібник / за наук. ред. Ю. Ф. Пачковського [Н. В. Коваліско, Т. Д. Лопан, Н. Й. Черниш та ін.]. Київ : «Каравела», 2020. 356 с. <https://clio.lnu.edu.ua/wp-content/uploads/2021/03/Sotsiologhiia-Teorii-serednoho-rivnia-za-red-YU.F.-Pachkovskoho-Navch.-posibnyk-2020.pdf>
3. *Управління персоналом: навчальний посібник* / М. Виноградський, С. Беляєва, А. Виноградська, О. Шканова,; М-во освіти і науки України, Київ. економ. ін-т менеджм. - К.: Центр навчальної літератури, 2016. - 500 с.
4. *Мистецтво управління персоналом* / ред. Н. Черепухіна (гол.) та ін., уклад.: Людмила Савицька, Віктор Тарнавський та ін., пер. з рос.: Людмила Метелюк та ін.. - К.: Вид-во Олексія Капусти. – 2012. Кн. 1: Таланти і лідери. - 2012. - 299 с.

Додаткова література:

1. Бірюкова М., Рущенко І., Ляшенко Н., Григор'єва С. Біженці і внутрішньо-переміщені особи російсько-української війни: соціальні характеристики й практики. *Науково-теоретичний альманах Грані*. 2022, 6, 143-156. <https://doi.org/10.15421/172282>
2. *Біженці та внутрішньо переміщені особи України на шляхах війни: кроки незламності: монографія* / (В.І. Подшивалкіна, Н. В. Коваліско та ін.) за ред. М. В. Бірюкової. 2023. 440 с.
3. Колот А. М. Мотивація, стимулювання й оцінка персоналу; навч. посібник. - К.: КНЕУ, 2018. - 312с.
4. Крушельницька О. *Управління персоналом: навчальний посібник* / О. Крушельницька, Д. Мельничук, - 2-е вид., перероб. й доп. - К.: Кондор, 2015. – 304 с.
5. *Науково-практичний коментар до законодавства України про працю* / Б. С. Сличинський, І. В. Зуб, В. Г. Ротань. - 2-ге вид., доп. і перероб. - К.: А.С.К., 2015. - 1072 с. - (Економіка. Фінанси. Право).
6. Калагін, Ю., & Шанідзе, О. (2023). Гендерний аналіз соціальних практик українських біженців 2022 року. *Науково-теоретичний альманах Грані*, 26(3), 62-68. <https://doi.org/10.15421/172349>
7. Пірен М. І. *Основи конфліктології: навч. посібник*. – К., 2012.
8. Хейне П. *Економічний спосіб мислення: Пер з англ.* - К.: Новини, 2012.

Assessment and grading

Criteria for assessment of student performance, and the final score structure

Criteria for evaluating student performance and distribution of points

100% of the final grade consists of the results of the assessment in the form of credit (40%) and current assessment (60%).

Assessment: oral assignment (2 theory questions) or online test. Current assessment: 2 online tests (each worth 20%) and an individual assignment (20%)..

Grading scale

Total points	National	ECTS
90–100	Excellent	A
82–89	Good	B
75–81	Good	C
64–74	Satisfactory	D
60–63	Satisfactory	E
35–59	Unsatisfactory (requires additional learning)	FX
1–34	Unsatisfactory (requires repetition of the course)	F

Norms of academic integrity and course policy

The student must adhere to the Code of Ethics of Academic Relations and Integrity of NTU "KhPI": to demonstrate discipline, good manners, kindness, honesty, and responsibility. Conflict situations should be openly discussed in academic groups with a lecturer, and if it is impossible to resolve the conflict, they should be brought to the attention of the Institute's management.

Regulatory and legal documents related to the implementation of the principles of academic integrity at NTU "KhPI" are available on the website: <http://blogs.kpi.kharkov.ua/v2/nv/akademichna-dobrochesnist/>

Approval

Approved by

Date, signature
28.06.24



Head of the department
Volodymyr MOROZ

Date, signature
27.08.24



Guarantor of the educational
program
Nadiia SHANIDZE