



College of Education  
Allied Professions  
Master of Science in Human Resources

## **HR 693: Career Development**

### **Course Description:**

Students will learn organizational career development including influential and evolving career development theories with practices and trends integrated. Focus will be placed on knowledge and skills that teach students to effectively develop individuals' careers in organizations and a variety of industries, as well as tools for management and HR professionals to manage employee careers in order to meet organizational objectives.

*This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines. WCU's MSHR curriculum was reviewed by SHRM in March 2013 and recognized as being in full alignment with their guidelines.*

### **Learning Objectives:**

Upon the successful completion of this course, the student will be able to:

Demonstrate an understanding of major current theories which guide individuals' career development as they identify career goals and objectives and develop effective career plans in organizations. (Strategic HR Leadership)

Develop, facilitate, and evaluate career planning activities provided in organizational settings. (Operational HR Leadership)

Analyze personal attributes and environmental factors that influence career development plans and decisions. (Ethical & Socially Responsible HR Leadership)

Evaluate the effect of coaching in career development. (Relational HR Leadership)