

MODULE SPECIFICATION PROFORMA

Module Title:	Career Directions	Level:	7	Credit Value:	40
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Module code:	BUSI701	Is this a new module?	YES	Code of module being replaced:	n/a
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Cost Centre:	GAMP	JACS3 code:	N612
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Trimester(s) in which to be offered:	1, 2	With effect from:	September 16
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School:	Business	Module Leader:	Neil Pritchard
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Scheduled learning and teaching hours	66 hrs
Guided independent study	334 hrs
Placement	0 hrs
Module duration (total hours)	400 hrs

Programme(s) in which to be offered	Core	Option
MBus Business	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MAccFin Accounting and Finance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

Pre-requisites: None

Office use only

Initial approval August 16

APSC approval of modification *Enter date of approval*

Have any derogations received SQC approval?

Version 1

N/A

Module Aims

To develop contemporary work-ready attitudes and traits by completing an in-depth evaluation of an organization to gain an appreciation of cultural norms and behaviours
To undertake an employability audit and identify ways in which employment opportunities may be created and maintained

Intended Learning Outcomes

Key skills for employability

- KS1 Written, oral and media communication skills
- KS2 Leadership, team working and networking skills
- KS3 Opportunity, creativity and problem solving skills
- KS4 Information technology skills and digital literacy
- KS5 Information management skills
- KS6 Research skills
- KS7 Intercultural and sustainability skills
- KS8 Career management skills
- KS9 Learning to learn (managing personal and professional development, self-management)
- KS10 Numeracy

At the end of this module, students will be able to

Key Skills

At the end of this module, students will be able to		Key Skills	
1	Critically evaluate the prevailing culture of an organization	KS1	KS5
		KS3	KS6, KS7
		KS4	KS8
2	Effectively manage a complex research project which draws on a wide range of data	KS1	KS4, KS5
		KS3	KS6, KS8
		KS3	KS9, KS10
3	Identify potential skills shortages and opportunities within an organization	KS1	KS5
		KS3	KS6, KS8
		KS4	KS9, KS10
4	Complete a detailed employability audit which links with personal career goals and strategies	KS1, KS2	KS8
		KS3, KS4	KS9
		KS5, KS6	KS10
5	Synthesize a range of career concepts to design a personal career management model with evidence of relevant interventions to address potential challenges	KS1, KS3	KS6, KS7, KS8
		KS4, KS5	KS9, KS10

Derogations

None

Assessment:

Please give details of indicative assessment tasks below.

Assessment 1 should feature an organization selected by the student to write up a case study and undertake independent research which subsequently provides a detailed profile and identifies potential employment opportunities

Assessment 2 focuses on student employability and encompasses a range of career interventions, career theory and future development routes.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1, 2, 3	Case Study	50%		4,000
2	3, 4	Portfolio	50%		4,000

Learning and Teaching Strategies:

Teaching of the module will encourage students to work in an autonomous fashion working to produce a detailed case study of an organization where individual students may aspire to work. This will require independent sourcing and analysis of data to identify potential opportunities and growth, with supporting interpretation and recommendation. Novel approaches to delivery and dissemination of material will be encouraged.

In the second half of the module the approach will focus on career theory, person and job fit within the organization which is the subject of assessment 1. Action learning, to encourage group interactions, discussion and reflective practice will be encouraged to produce a creative portfolio of career management and development interventions. Role playing will support skill development and critical interpretation and application. Students will be encouraged to attend business networking events and site visits throughout the module delivery to gain additional insights and practice skill development.

Syllabus outline:

Organizational choices
Organizational culture and values
Creating opportunities
Career theory concepts – boundaryless and protean themes
Employability Audit/Personal Profile
Career management model
Networking
Career interventions
Career psychology
Organizational Psychological Contract

Bibliography:

Essential reading

Inkson, K., Dries, N. and Arnold, J. (2015) Understanding Careers, Sage Publications, London

McDonald, K. and Hite, L. (2016) Career Development: A Human Resource Perspective, Routledge, Abingdon, Oxford

Other indicative reading

Anderson, L.E. and Bolt, S.B. (2014) Professionalism: Skills for Workplace Success, 3rd Edn., Pearson Education, Harlow

Greenhaus, J.H., Callanan, G.A. and Godshatti, V.N. (2010) Career Management, 4th Edn. Sage Publications, London

Lumley, M and Wilkinson, J. (2013) Developing Employability for Business, Oxford University Press, Oxford

Prince, E.S. (2013) The Advantage: The 7 Soft Skills you need to say one step ahead, Pearson Education, Harlow

Robinson-Easley, C. (2013) Preparing for Today's Global Job Market, Palgrave Macmillan, Basingstoke

Saunders, M.N.K., Lewis, P. and Thornhill, A. (2015) Research Methods for Business Students, Pearson Education, Harlow

Smith, M. (2015) Research Methods in Accounting, Sage Publications, London

Journals

International Journal of Career Management

Journal of Management Development

Website:

Association of Chartered Certified Accountants – www.accaglobal.com

Career Development Institute – www.thecdi.net