



**HRD 5316: Career Development in Organizations**  
**Online, Fall 2025**

**Contact Information**

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**Credit Hours**

3 semester hours

**Course Description**

This course provides organizational career development, and career planning practices and theories, with most influential and evolving career development theories and trends integrated. Focus will be placed on knowledge and skills that enable individuals to effectively develop their own careers in organizations and industries, as well as tools for management and HR professionals to manage employee careers in order to meet organizational objectives.

**Course Objectives and Learning Outcomes**

The objectives of this course are to develop your knowledge and expertise in the following areas:

1. Demonstrate an understanding of major current career development theories which guide individual's career decisions.
2. Analyze personal attributes and environmental factors that influence career development plan and decisions.
3. Evaluate the effect of self-directed activities in career development.
4. Identify career goals and objectives and develop effective career plan in organizations.
5. Develop, facilitate, and evaluate career planning activities provided in organizational settings

**Course Textbooks, Materials, and Readings**

**Required Materials:**

- McDonald, K.S., & Hite, L.M. (2023). *Career Development: A Human Resource Development Perspective* (2nd ed.). Routledge. <https://doi.org/10.4324/9781003246381>

- Students can use this required textbook free of charge. The ebook is available at Library-Provided eTextbooks: HRD (<https://libguides.uttyler.edu/c.php?g=1066647&p=7764757>)
- A reading list consisting of journal articles and book chapters (available at the UT Tyler Library website) will be shared each week on Canvas.

### **Recommended:**

- American Psychological Association (2021). *Publication Manual of the American Psychological Association* (7th Edition). American Psychological Association.

### **Graded Course Requirement**

Letter grades will be assigned based on the scale provided. Grades will not be rounded beyond that stated below. Students are responsible for verifying that all electronic submissions are correctly uploaded. All scores will be based on what is submitted by the deadline. The following learning opportunities are designed to facilitate students' learning process. The possible points for each assignment are as follows:

Self-Introduction	5pts
Case Studies	35pts
Movie Analyses	15pts
Personal Career Development Plan (PCDP)	20pts
Group Project: Organizational Career Development Strategy (OCDS)	25pts
<b>Course Total</b>	<b>100%</b>

### **Course Assignment Details**

#### **0. Ground Rule:**

- **Writing format:** All writing assignments should follow the APA 7th style (double-spaced, 12 font-size, see the recommended textbook for details) and be submitted through Canvas. Any sources or references should be cited using APA 7th format.
- **Late submissions:** Given the online nature of this course, class participation will be evaluated based on the timeliness of assignment submissions. Late submissions will be penalized by 10% of the total possible points for each full or partial day late. Additionally, no late submissions will be allowed for assignments in the last module. Any assignment submitted more than two days late will be considered a "no submission" and will receive no credit. If you require an extension, you should communicate with the instructor in advance.
- **Bonus point:** Each submission will typically be worth 5-10 points. High-quality submissions may earn up to 10% in bonus points. Students are encouraged to strive for high levels of participation and quality in all submissions. Although you may find more opportunities for earning bonus points throughout the semester, no additional bonus opportunities (outside of Canvas) will be provided after the last module.

#### **1. Self-Introduction (5pts)**

Please post your self-introduction on the designated Canvas discussion board. Your post should be 300-400 words in length and include: 1) A brief background about yourself, 2) The reasons you chose your major, 3) Your personal definition of career development, 4) A short description of your own career development journey.



## **2. Case Studies (7 responses; 5 pts each; total 35 pts)**

Each week, a case study from the required textbook will be posted on Canvas with two or three guiding prompts. Students are expected to write responses (250–300 words per prompt) and submit them by **Saturdays, 11:59 PM** of the assigned weeks.

- **Requirements:** Incorporate weekly readings and at least one scholarly source from independent research.
- **Peer Participation:** Read and respond to at least two classmates' postings. Replies must be at least one paragraph and go beyond simple agreement/disagreement by adding new insights, alternative perspectives, or thoughtful connections.
- **Penalty:** 0.5 points will be deducted for each missing peer reply. Students who only reply to peers without posting their own response will receive no credit.

## **3. Movie Analysis (15pts)**

Select a film with a strong career development storyline (e.g., *The Devil Wears Prada*, *Up in the Air*, *The Intern*, *Julie & Julia*, *Moneyball*, *The Social Network*). Analyze the career journey of the main character(s) by applying relevant career development theories. Your final paper should be at least **5 page-long, but not exceed 7 pages** (title and reference pages are not counted). Your paper should include:

1. **Summary:** Brief overview of the movie and main character(s).
2. **Theoretical Application:** Apply at least one relevant career development theory (e.g., Super's Life-Span Theory, Holland's Theory, theories on resilience, mentoring, or transformational learning).
3. **Critical Analysis:** Discuss contextual factors (background, organizational culture, economy, social/family) shaping the career trajectory. Critically evaluate the realism of the portrayal.
4. **Conclusion:** Highlight lessons learned about career development and reflect on their relevance for organizations and your own career planning.

## **4. Personal Career Development Plan (20pts)**

The purpose of this assignment is to encourage you to reflect on your career aspirations, assess your current capabilities, and develop a comprehensive plan for your future career development. This assignment will guide you through identifying your career goals, analyzing potential challenges, and considering the cognitive, behavioral, and situational factors that may influence your career journey. Your final paper (7~10 pages, excluding title/reference pages) should include the following sections:

### **1. Introduction (1 page)**

- a. **Career Goals:** Clearly articulate your short-term and long-term career goals; Explain why you have chosen these goals. What are your motivations? What experiences or influences have shaped these aspirations?
- b. **Alignment with Personal Values and Interests:** Discuss how your career goals align with your personal values, interests, and strengths; Consider how your goals reflect your identity and life purpose.

**2. Current Status and Gap Analysis (1-2 pages):**

- a. **Assessment of Current Skills and Knowledge:** Provide an honest evaluation of your current skills, knowledge, and experiences related to your career goals; Identify any gaps or areas where you need further development.
- b. **Resources and Opportunities:** Identify the resources available to you (e.g., education, mentors, professional networks, workshops) that can help you close these gaps; Discuss any opportunities you can pursue to gain the necessary skills and experience.

**3. Challenges and Strategies (2-3 pages)**

- a. **Potential Barriers:** Identify potential challenges, barriers, or hurdles you may encounter as you work toward your career goals; Consider both internal factors (e.g., self-doubt, lack of motivation) and external factors (e.g., industry competition, economic conditions).
- b. **Overcoming Strategies:** Develop strategies to overcome these challenges; Consider both proactive measures (e.g., skill development, networking) and reactive measures (e.g., coping mechanisms, alternative plans).
- c. **Support Systems:** Identify the support systems you can rely on, such as mentors, peers, or professional networks, to help you navigate challenges.

**4. Influencing Factors (2-3 pages)**

- a. **Cognitive Factors:** Explore how your mindset, beliefs, and thought patterns may influence your career development; Reflect on how you can cultivate a growth mindset and maintain resilience in the face of setbacks.
- b. **Behavioral Factors:** Analyze how your habits, actions, and behaviors impact your progress.; Consider how you can develop productive routines, stay motivated, and maintain focus on your goals.
- c. **Situational Factors:** Examine how external circumstances (e.g., workplace environment, economic trends, social factors) might affect your career journey; Discuss how you can adapt to or leverage these factors to your advantage

**5. Conclusion (1 page):** Summarize the key takeaways from your career development plan.

**5. Group Project: Organizational Career Development Strategy (Paper: 15 pts; Presentation: 10 pts)**

In this assignment, you will work in groups to design a career development strategy for a hypothetical company (the details of the company will be provided in the Canvas Page, but you can create a hypothetical company by yourself). Your group's strategy should align with the company's goals, address the needs of its diverse workforce, and incorporate innovative HR practices to improve employee satisfaction, retention, and productivity. The final report should be between 8~10 pages (excluding the title page and references), which includes the following sections:

- 1. Organizational Profile:** industry, size, location, employee demographics, organizational chart, current HR practices, market trends.
- 2. Organizational Goals and Challenges:** Organizational objectives for growth and market positioning. What are the task-related, organizational, and individual gaps in achieving

organizational goals? Are there any future job demands?

3. **Strategies and Implementation Plan:** Propose a structured plan that includes career pathways, succession planning, and employee growth opportunities. Detail how each part of the plan is aligned with organizational goals and identified gaps.
4. **Evaluation Plan:** How to evaluate the effectiveness of the proposed interventions/strategies. Detail the methods and metrics to be used for the assessment.

Group presentations should last 10-15 minutes. The presentation needs to be recorded; create a link, and submit it to Canvas. All group members must participate in the presentation. Be sure to use PowerPoint slides.

### Final Grades

Grade	A	B	C	D	F
Range	90% ~	80% ~ 89.99%	70% ~ 79.99%	60% ~ 69.99%	Below 60%

### Academic Dishonesty Statement

The faculty expects from its students a high level of responsibility and academic honesty. Because the value of an academic degree depends upon the absolute integrity of the work done by the student for that degree, it is imperative that a student demonstrates a high standard of individual honor in his or her scholastic work.

Scholastic dishonesty includes, but is not limited to, statements, acts or omissions related to applications for enrollment of the award of a degree, and/or the submission, as one's own work of material that is not one's own. As a general rule, scholastic dishonesty involves one of the following acts: cheating, plagiarism, collusion and/or falsifying academic records. Students suspected of academic dishonesty are subject to disciplinary proceedings.

University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor.

Plagiarism will not be tolerated and learners should be aware that all written course assignments will be checked by Plagiarism detection software. Violations of academic integrity will be reported and processed according the guidelines established by the University.

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### University Policies and Information

For University policies and information, please see the UT Tyler Syllabus Module in Canvas.

### Soules College of Business Statement of Ethics

The ethical problems facing local, national, and global business communities are an ever-increasing



challenge. It is essential the Soules College of Business helps students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the Soules College of Business at The University of Texas at Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age, or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage, and misuse.
- Conduct yourself in a professional manner both on and off campus.

### **Artificial Intelligence Policy**

UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy.

For this course, AI is permitted only for specific assignments or situations, and appropriate acknowledgment is required. In this course, we may use AI tools (such as ChatGPT and Copilot) to examine how these tools may inform our exploration of the class topics. You will be notified as to when and how these tools will be used, along with guidance for attribution. Using AI tools outside of these parameters violates UT Tyler's Honor Code, constitutes plagiarism, and will be treated as such.