

Career Information Career Counseling And Career Development 11th Edition

The Merrill Counseling

Encyclopedia of Career Development Exercises in Personal and Career Development Career Development Personal, Academic and Career Development in Higher Education Higher Education, Place, and Career Development Career Development and Systems Theory Career Development as a Partner in Nation Building Australia Career Development and Job Satisfaction Agile Career Development Career Development The Oxford Handbook of Career Development Handbook of Career Development Career Development and Planning Career Development Career Development and Job Satisfaction The Careers Leader Handbook Career Development Basics Impact of Diversity on Organization and Career Development Handbook of Career Development Careers and Career Development Jeffrey H. Greenhaus Barrie Hopson Tanya V. Martin Arti Kumar Rosie Alexander Wendy Patton Wendy Patton Josiane Fahed-Sreih Mary Ann Bopp Kimberly S. McDonald Peter J. Robertson (Career adviser) Gideon Arulmani Robert C. Reardon Craig William Bieker Quincy Martin (III) David Andrews Michael S. Kroth Hughes, Claretha Gideon Arulmani Paul Marcotte

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with more than 400 articles the encyclopedia of career development is the premier reference tool for research on career related topics covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions this multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives key features offers introductory materials prepared by the editors and supplementary appendices on select topics incorporates global cultural and international dimensions of careers and examines the social context of careers such as the contemporary work environment emerging values in society gender and ethnicity social class and work family interface explores the evolution of careers including career stages patterns and transitions as well as variations in the meaning of career success discusses career decision making strategies and looks at legislative regulatory and labor relations decrees that influence career development and decision making analyzes initiatives used by employers counselors and society to promote the effective development of careers the encyclopedia of career development is a leading edge reference tool that is recognized as a must have for libraries in the united states and around the world in addition corporations and career centers will also want to add this valuable set to their collections

a hallmark of career development and counseling is exploring various career options throughout life with the rapid changes in the work world from globalisation of the workforce to technological developments the process of career exploration has evolved and continues to change the first chapter in this book reviews the theories and research regarding career development and barriers to career exploration including personal variables and relationships challenges to exploring careers as well as resources available to aid

in the career exploration process chapter two focuses upon the influence of opportunity structures in shaping individual career development chapter three provides valuable new knowledge and insights relevant to career development theory that could potentially inform human resource practices aimed at promoting change supportive and adaptive behaviours in a knowledge driven economy and society chapter four studies career counseling for people in psychosocial situations of vulnerability and flexicurity chapter five applies concepts of emotional intelligence emotional labour el and career adaptability ca to explore how these variables may relate to kindergarten teachers avoidance of professional burnout and their ability to cope with career challenges the last chapter reviews the historical background and theoretical development of the feedback construct in the broader social sciences proposes a definition of career related feedback applicable to young adults critically reviews the literature on the construct of career related feedback in the context of goal oriented theories and finally explores the practical implications for career practitioners who work with young adults

this book is the first to show how to integrate personal development planning pdp activities into teaching in higher education it is packed with activities exercises lesson plans resources reflective questionnaires skills audits and case studies and with suggestions for how these may be customized to suit different groups of students in different subject areas by embedding activities into the curriculum students are encouraged to engage with the pdp process to help them gain a better understanding of what and how they are learning improve study skills gain a clear idea strengths and areas for development improve ability to explain and discuss skills and abilities with prospective employers with the evidence to support your claims become a more effective independent and confident self directed learner personal development planning will help all staff and educational development professionals teachers in he and advisers and support staff in careers services enable students to build up a personal development record to improve their ability to relate their learning and achievements to employers interests and needs and ultimately gain employment

drawing connections between the findings of a research project following young graduates from the scottish islands of orkney and shetland current international evidence and theoretical literature this book argues that understanding rural and island student transitions can expose the wider dynamics of place and mobility at play during student and early career experiences highlighting the importance of a career perspective rosie alexander encourages readers to consider how career pathways develop across time and across transition points unsettling the notion of a straightforward transition through university into the workplace the book uncovers how student trajectories are developed through interweaving dynamics of relationships place and career routes and unpacks the implications for policymakers and practitioners it contends that a much greater spatial awareness is necessary to understand and support the educational and career pathways of higher education students this is a crucial read for higher education researchers policymakers and students interested in rurality as well as access to and transition from higher education

the 3rd edition of this classic book offers practitioners researchers and students a comprehensive introduction to and overview of career theory introduces the systems theory framework of career development and demonstrates its considerable contemporary and innovative application to practice a number of authors have identified the framework as one of a small number of significant innovations in the career development literature the systems theory framework of career development was developed to provide coherence to the career development field by providing a comprehensive conceptualisation of the many existing theories and concepts relevant to understanding career development it is not designed to be a theory of career development rather systems theory is introduced as the basis for an overarching or metatheoretical framework within which all concepts of career development described in the plethora of career theories can be usefully positioned and utilised in both theory and practice it has been applied to the career development of children adolescents and women since its first publication the systems theory framework has been the basis of numerous publications focusing on theoretical application and integration practice and research with a growing number of these by authors other than the framework developers its application across cultures also has been emphasised the theoretical and practical unity of the systems theory framework makes this book a worthy addition to the professional libraries of practitioners researchers and students new to or experienced in the field of career development

despite examples of vocational guidance practice being evident in australia since the mid 1800s there remains a spasmodic and

patchwork approach to practice across the country for decades it is a field which has been paradoxically boosted and challenged by changing economic and political agendas repeated international national and state reviews emphasise the vital nature of a systemic national approach to career development however authors repeatedly lament the lack of a sustained focus on career activity as a major national priority there is no broad comprehensive historical reckoning of the history of career development theory and practice in australia since this early period career development theory and practice in australia has been forged in partnership with developments in an international context in documenting the shared history with other countries the author significantly adds to the body of knowledge on career development as a field in australia and internationally the book provides new understandings about the historical development of this field of knowledge and in particular the challenging and cyclical nature of its policy history

this book career development and job satisfaction not only looks at how employees can develop their careers and create career paths that are meaningful for their lives it also looks at keeping employees satisfied with their jobs this book highlights how to work with the millennial generation and being able to motivate them and guide them through their careers it presents case studies on satisfaction and career planning the function of human resource management has an important implication on the performance of the whole organization and giving it acute attention can enhance the performance of the business

supercharge performance by linking employee driven career development with business goals how do you make career development work for both the employee and the business ibm has done it by tightly linking employee driven career development programs with corporate goals in agile career development three of ibm s leading hr innovators show how ibm has accomplished this by illustrating various lessons and approaches that can be applied to other organizations as well this book is for every hr professional learning or training manager executive strategist and any other business leader who wants to create a high performing organization in the 21st century there will be an increasing competitive need for any company to operate as a globally integrated enterprise that can effectively develop and then tap the skills and capabilities of its workforce anywhere in the world in ibm we have worked to enable a workforce that is adaptive flexible and capable of responding to changes in the marketplace and the needs of our clients agile career development shows how focusing on career development opportunities and guidance for employees is a key factor in our business strategy and a major source of value for ibm employees this book can be used as a guide to any organization that is seeking to find practical ways to develop the talent of its workforce j randall macdonald senior vice president ibm human resources this book highlights tried and true best practices developed at a company known the world over for active dedication to their workforce mary ann diana and sheila have captured the key issues that will enhance and streamline your career development program and subsequently increase employee engagement retention and productivity i particularly like their practical real life understanding of the barriers to most career development programs and the manageable framework to bring career growth to life they also teach us how to make a business case for career development critical in creating the foundation for a sustainable program this includes a good blend of benefits both for the individual employee and the organization as a whole i only wish i had this book available to me years ago when i was managing a career development program jim kirkpatrick ph d author of implementing the four levels of transferring learning to behavior

career development a human resource development perspective second edition offers an integrated framework for career development within the human resource function it goes beyond conventional interventions providing an interdisciplinary perspective the authors explore challenges associated with contemporary careers and how a complication of contextual factors individual attributes and support mechanisms have and will influence career development as with the previous edition mcdonald and hite bring together the strengths of both theory and practical application offering an integrated framework for career development new to this edition are cases to support further reflection and problem solving supplementary material for each chapter that includes discussion questions and further resources an enhanced chapter on ethics and social justice a concluding chapter which explores ongoing trends to expand the career development conversation this book will help prepare human resource development students scholars and practitioners to develop and maintain successful career development programs and to foster more innovative research that advances the discourse as well as address their own professional interests

abstract the handbook seeks to provide a state of the art reference point for the field of career development it engages in a trans disciplinary and international dialogue that explores current ideas and debates from a variety of viewpoints including socio economic political educational and social justice perspectives career development is broadly defined to encompass both individuals experience of their own careers and the full range of support services for career planning and transitions the handbook is divided into three sections the first section explores the economic educational and public policy contexts within which careers are enacted the second section explores the rich conceptual landscape of career theory the third section addresses the broad spectrum of helping practices to support both individuals and groups including career guidance career counseling and career learning interventions keywords career career development career counseling career guidance career learning career theory public policy social justice

this book is focused on work occupation and career development themes that are fundamental to a wide range of human activities and relevant across all cultures yet theorizing and model building about this most ubiquitous of human activities from international perspectives have not been vigorous an examination of the literature pertaining to career development counseling and guidance that has developed over the last fifty years reveals theorizing and model building have been largely dominated by western epistemologies some of the largest workforces in the world are in the developing world career guidance is rapidly emerging as a strongly felt need in these contexts if more relevant models are to be developed frameworks from other cultures and economies must be recognized as providing constructs that would offer a deeper understanding of career development this does not mean that existing ideas are to be discarded instead an integrative approach that blends universal principles with particular needs could offer a framework for theorizing research and practice that has wider relevance the central objective of this handbook is to draw the wisdom and experiences of different cultures together to consider both universal and specific principles for career guidance and counseling that are socially and economically relevant to contemporary challenges and issues this book is focused on extending existing concepts to broader contexts as well as introducing new concepts relevant to the discipline of career guidance and counseling

this comprehensive career text combines an innovative theory based approach with practical knowledge developed during the authors combined 100 years of providing career services to college students part one chapters 1 5 focuses on cognitive information processing theory with detailed practical examples of the application of the theory in typical career situations including self knowledge occupational knowledge and decision making part two chapters 6 10 provides a multidisciplinary overlay of issues that affect career decisions such as economic trends the global economy organizational culture and family work issues part three chapters 11 15 focuses on concrete steps for executing a strategic career plan and seeking employment including an examination of familiar topics such as interviewing resume writing negotiating and work adjustment from a cognitive and multidisciplinary perspective revisions to 3rd edition new information about occupational classifications labor market projections extended to 2016 more active learning strategies incorporated into instructor s manual and also embedded in the text clearer directions for completing assignments provided in appendices e g career field analysis research paper redesigned 350 powerpoint slides based text and instructor s manual contents

this book examines and expands understanding and career development competencies for diverse purposes and audiences as well as highlights key areas to consider to enhance job satisfaction within organizations this book is suitable for academics researchers faculty doctoral and graduate students policy makers business managers and practitioners from organizations and agencies the foundational knowledge of this book will serve as a reference point for organizational leaders business managers and practitioners and will also prompt future academic research career development and job satisfaction are important issues for organizations it is the evolutionary process an individual experiences to advance their occupational status deciding to align personal needs and wants to that of their career advancement opportunities career development revolves around work related experiences and in some cases the rise above ranks into the occupational roles occupied by individuals in their workplace as such career development also requires planning an individual s career planning and the organization s planning should have an integration point to develop appropriate career paths and developmental strategies job satisfaction is the inward fulfillment that comes from work experience and acts as motivation for work the fulfillment here comes with the attainment of specific goals and objectives that are personal to an employee fundamentally job satisfaction is the combination of psychological physiological and environmental factors that can cause an employee to

experience the effects of fulfillment joy and value in an organization the end result of successful career development and job satisfaction practices will result in both individuals and organizations to better adapt and successfully navigate a competitive business and organizational climate while equipping them to face a promising future

the importance of delivering good careers education and guidance in schools and colleges has never been greater statutory guidance sets out the requirement for every school to have a named careers leader they are expected to lead manage and co ordinate the school s careers programme across all eight gatsby benchmarks this is a big job and it is often one that people will begin with little training or experience drawing on over 30 years experience of careers work david andrews and tristram hooley provide you with everything that you need to know to lead effectively and develop your role and expertise updated throughout to reflect changes in policy and education the second edition continues to offer practical advice and ideas for planning developing and maintaining an excellent careers programme highlighting the latest resources and support available it also gives you plentiful tools both in the book and in additional online materials to help you become an outstanding careers leader whether you are already a careers leader about to become one or are involved in the training of future careers leaders this is the book for you

career development basics will arm workplace learning professionals with the necessary tools to take advantage of the bottom line advantages afforded organizations with a career development focus this practical well organized book offers 10 solid strategies to overcome organizational barriers and take advantage of clear benefits including increased retention rates and even the discovery of hidden talents and skills among their employees population

today s workforce represents individuals of various backgrounds and experiences the influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company impact of diversity on organization and career development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today s workforce by examining both old and new strategies the research included in this publication will present a unique approach for future company enhancement and employee success this publication is an essential reference source for researchers practitioners managers and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement

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