

SECOND EDITION



KIMBERLY S. McDONALD AND LINDA H. HITE

# CAREER DEVELOPMENT

A HUMAN RESOURCE DEVELOPMENT PERSPECTIVE



# Career Development Resource Development Perspective

**Robert F. Morrison, Jerome Adams**



## **Career Development Resource Development Perspective:**

**Career Development** Kimberly McDonald, Linda Hite, 2012      Career Development Kimberly S. McDonald, Linda M. Hite, 2023-04-26 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.

Career Development Kimberly S. McDonald, Linda M. Hite, 2015-12-22 Career Development A Human Resource Development Perspective offers a strategic framework that demonstrates the role of career development within the human resource function. It goes beyond conventional interventions and includes key topics such as diversity, work life balance and ethics. Historically, the career development literature has been viewed either from the perspective of the individual how to build a career or from an economic perspective how an organization benefits from developing employees. In this book, McDonald and Hite bring together the strengths of both traditions offering an integrated framework for career development. The theoretical foundation expands on the counseling literature by incorporating the literature from human resource development and related fields. The application section reflects on the wide range of ages and working options that characterize the current and future workplace. The final section of the book addresses career development issues such as managing a diverse global workforce, ethics and work life balance. 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.

*HRD Perspectives on Developmental Relationships* Rajashi Ghosh, Holly M. Hutchins, 2022-01-04 Developmental relationships constitute interdependent generative connections that promote growth and learning among individuals. While studies reporting the impact of developmental relationships on learning performance and career development leaves no doubt about its relevance to the human resource development HRD field, we lack an in depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice, diversity and equity, leadership development, career transitions, knowledge sharing, organization development, employee engagement, organizational learning.

culture globalization national HRD and technology at work This book presents a comprehensive collection of evidence based studies and conceptual articles that explore how developmental relationships that are cultivated within and outside of the workplace apply to those clusters of topics in HRD Organized around six themes the chapters examine topics such as knowledge management critical perspectives on gender diversity and equity building a learning organization talent development and emotional closeness in the context of virtual workplaces In doing so the book highlight how research on developmental relationships can be the underlying thread connecting the otherwise disconnected varied topical foci of HRD research and practice thus broadening our understanding of the relevance of developmental relationships within the HRD field This volume advances HRD scholarship and will appeal to researchers interested in exploring the nature and benefits of developmental relationships including mentoring and coaching Identity, Meaning, and Subjectivity in Career Development Julie Gedro, 2017-07-07

This book closely interrogates the construct of identity and the role it plays in career development It provides guidance for HRD practitioners and researchers who create career development programs through a typology of different categories of identity such as demographics life events and career histories The book presents a framework for considering and addressing career development from a critically reflective perspective of identity as a result of choice chance and adaptation It offers a comprehensive understanding and awareness of tacit nuanced and stigmatized issues that were once shameful but have now become more socially acceptable As a result HRD practitioners can design programs and resources that have a richness and relevance that might heretofore be lacking The book also offers guidance for individuals as they take charge of their own identities and career trajectories in an increasingly complex and unpredictable working environment *Career Development as a Partner in Nation Building Australia* Wendy Patton, 2019-07-15

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

**Rethinking Adult Career Development** Laura L. Bierema, 2024-07-05 Rethinking Adult Career Development explores the challenges transitions learning and change adults experience as they navigate careers across their lifetimes It considers

what happens when adults realise they have chosen the wrong career lose their jobs experience injustice and discrimination or are forced to make career shifts for which they are underprepared      **The Oxford Handbook of Work and Aging** Jerry W. Hedge, Walter C. Borman, 2012-04-19 Global aging technological advances and financial pressures on health and pension systems are sure to influence future patterns of work and retirement This handbook offers an international multi disciplinary perspective examining the aging workforce from an individual worker organization and societal perspective      **Diversity and Women's Career Development** Helen S. Farmer, 1997-08-11 How do women make career choices What difference does cultural or economic background make for a woman s career development How do women s and men s career development patterns compare In *Diversity and Women s Career Development* Helen S Farmer and her associates present a variety of perspectives on career development for women Their analysis and discussion grow out of an extensive study that looked at high school students in 1980 and then followed up with them in 1990 and 1993 The data provide glimpses into influences on women s life choices and motivation goals and obstacles to reaching them and comparisons of women s and men s career development patterns They also offer insights into differences among ethnic and socioeconomic groups as well as the influence of family on career development Using the rich longitudinal quantitative and qualitative data from this study the authors examine issues surrounding women s career development specifically focusing on motivation and persistence among women in particular career paths and among diverse groups of women The authors also allow the subjects of the study to speak in their own voices illustrating vividly the personal processes involved in their career decision making This book will expand and enrich the work of anyone interested in women s careers the impact of ethnicity and family on career development and how girls and young women approach making life choices Human resource development professionals will also find it useful and illuminating      *Handbook of Human Resource Development* Neal F. Chalofsky, 2014-11-10 Human Resource Development Relies Upon a Strong Educational Foundation In the *Handbook of Human Resource Development* Neal Chalofsky Tonette Rocco and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives Topics addressed form a comprehensive view of the HRD field and answer a number of key questions Nationally and internationally how does HRD stand with regard to academic study and research What is its place in the professional world What are the philosophies values and critical perspectives driving HRD forward What theories research initiatives and other ideas are required to understand HRD and function successfully within this field As the industry grows what are the challenges and important issues that professionals expect to face What hot topics are occupying these professionals now The Handbook s insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry as a field of research and for future professional success

**Impact of Diversity on Organization and Career Development** Hughes, Claretha,2014-11-30 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      *Encyclopedia of Career Development* Jeffrey H. Greenhaus, Gerard A. Callanan,2006-05-09 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      **Contemporary Career Development Issues** Robert F. Morrison, Jerome Adams,2013-12-16 Based on the thesis that individuals develop not in isolation but in a direction consistent with both personal needs and the needs of the surrounding environment this volume concentrates on the development of adults in their careers within organizations The organizational and individual perspectives offered provide practical guidance and examples for human resource development specialists to use in the evaluation of their current career development programs and the design of new ones Key issues receiving prime attention include the necessity of reward systems to the success of any career development program career transitions and five critical career development research areas      **Human Resource Development** Jon M. Werner, Randy L. DeSimone,2006 This textbook outlines the four phases of the human resource

development process assessment design implementation and evaluation and explores the workplace socialization process skills training programs the importance of coaching employee counseling career development and development activities for managers The fourth edition incorporate     **Toward a Multilevel Theory of Career Development** Matthew Glen Upton,2006 Career development CD is a multilevel topic involving both the individual and the organization and influencing outcomes at the individual group and organization level The established limitations in current CD theory and human resource development HRD theory building can be addressed by examining the topic of CD through a multilevel lens Using multilevel theory building MLTB to bridge the theoretical gap between individuals and organizations this approach to theory building provides an opportunity for HRD professionals to address goals important to both individuals and organizations Based on the CD and HRD interests described above the threefold purpose of this study is to develop a multilevel theory of CD as a means of strengthening the theoretical connection between CD and HRD advancing theory building in HRD and contributing to meaningful convergence amongst existing CD theory A new MLTB framework is developed and subsequently used to develop a multilevel theory of CD Finally future research options are suggested in order to make the appropriate theory refinements continue the dialogue about MLTB and multilevel considerations in HRD and add to the convergence of CD theory by providing a multilevel perspective of CD     **The Career Development Quarterly** ,2004     **Understanding Human Resource Development** Jim McGoldrick,Jim Stewart,Sandra Watson,2003-09-02 This edited volume contains original chapters by some of the leading researchers and writers in HRD It provides a definitive work on the design and conduct of research in HRD and identifies and examines the possibilities and limitations of particular methods and techniques Emerging debates on the purpose nature and practice and theoretical base of HRD are examined Each chapter is structured with Statement of aims Description of theoretical and empirical context Identification and examination of methodological issues Description and evaluation of research design Critical analysis and evaluation Key learning points     *Career Development and Human Resource Development* Linda M. Hite,Kimberly S. McDonald,2008     *Handbook of Career Development* Gideon Arulmani,Anuradha J. Bakshi,Frederick T. L. Leong,A. G. Watts,2014-02-08 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     Resources in Vocational Education ,1981



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