

INFLUENCE OF CAREER DEVELOPMENT PROGRAMME: FORMING PROFESSIONAL CAREER

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Introduction

At the University of Economics in Prague, we believe in the key role of career development of our students to continue shaping and supporting their perspective career future.

To promote our beliefs to successfully deal with career-related challenges, we offer our students an interactive and practical Career Development programme, as one of the different formats of career guidance and counselling (CGC) interventions.

Unique University Programme

Our unique university programme focuses on career development. The 13-week curriculum aims at gaining skills and information necessary for timely labour market entry preparation and for labour market orientation. It is focused on job search based on students' vocational background and personal characteristics. It leads students towards a systematic and responsible approach to forming their own professional career. It lays stress upon practically applicable outputs.

The programme is designed and open to 30 full-time bachelor students, the total capacity per school term is 120 individuals.

Literature

AMUNDSON, Norman E.: Active Engagement: The „being“ and „doing“ of career counselling; BANDURA, Albert. Self-Efficacy: The Exercise of Control; HOLLAND, L. John: Making Vocational Choices: A Theory of Vocational Personalities ad Work Environments; MITCHELL, Kathleen L., KRUMBOLTZ, John D: Krumboltz's learning theory of career choice and counseling; SAMPSON, J. P., PETERSON, G. W., LENZ, J. G., REARDON, R. C., & SAUNDERS, D. E. : The use and development of the career thoughts inventory; SAVICKAS, Mark L. Career Development and Counselling: Putting Theory and Research to Work; SAVICKAS, Mark L. The Theory and Practice of Career Construction

Outcomes of Programme

Upon successful completion of this programme, students are able to:

1. describe their personal and vocational characteristics and key competencies relevant to the labour market needs,
2. develop their career plan including alternative career objectives and aspirations,
3. prepare curriculum vitae and cover letter in Czech and English that relate to a specific job available on the labour market,
4. utilise professional social media tools and explore LinkedIn and
5. act during job interview and assessment centre in a way that maximizes their chance to succeed.

12-month Research Project

A 12-month research project was designed to evaluate the quality and efficiency of the Career Development programme.

The main objective is to bring a comprehensive overview of CGC provided and assess its impact on the employability of its graduates and measure their career maturity.

Research Sample

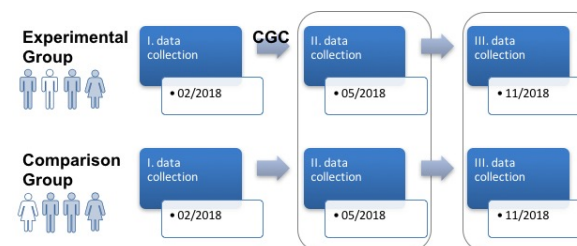
The research sample consists of 224 students who were actively contacted and subsequently enrolled:

- students of the elective semester bachelor course Career Development, which is offered by the Department of Managerial Psychology and Sociology and
- students from the “waiting list” who expressed their interest in gaining support through interventions in CGC, namely to take part in the optional semester bachelor course Career Development.

The group of “waiting list” students is taking the function of comparative group.

Quasi-Experimental Design

Three measurements were performed at the beginning of the intervention, at the end and six months after quasi-experiment (pre, post and follow-up).



Methodology

These methods of data collection are used:

- **Socio-demographic questionnaire** aiming to obtain socio-demographic information about students, including age, gender and nationality as well as information regarding the study, i.e. year, faculty and degree of studies;
- **Career Adapt-Abilities Scale + Cooperation Scale** (Savickas, M. L. & Porfeli, E. J., 2012);
- **Student Career Construction Inventory** (Savickas, M. L. & Porfeli E. J., 2011);
- **Career Maturity Inventory** (Savickas, M. L., 2005);
- Czech adaptation of the general **Self-Efficacy Scale** (Krivohlavy, J., Schwarzer, R. & Jerusalem, M., 1993).

Expected Added Value

A part of our 12-month research project was the translation and adaptation of the questionnaires mentioned into the Czech language and exploration of basic psychometric properties.

The findings lead to more effective lectures' preparation of Career Development programme and a better understanding of the needs of students participating in CGC.

Research Project Team

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