ADULT DEVELOPMENT AND WORK CAREERS (HDSP318/421) Spring 2004
Professor James E. Rosenbaum, Wed. 3:30-6 pm, Harris Hall 310
Office: 626 Library Place, by appointment, 847-491-3795, j-rosenbaum@northwestern.edu

The study of adult development and work careers is viewed through the perspectives of psychology, sociology, and organizational behavior. Psychological conceptions of adult development are related to features of the social and organizational environment, especially schools and work institutions. The course examines individual career development strategies and alternative career systems. This course is run as a seminar. Readings, four 1-page papers**, a mid-term paper, and a 15 page paper are the central work of the course.

3/31 - Life Stages: BioSocial, Work, and Family
Douglas Hall, Careers in Organizations.

4/7 - Adult Life Stages: Psychological Models.
George E. Vaillant, "How the Best and Brightest Came of Age."

**4/14 – Social Context Influences on Work Entry and Later Career
Berlew and Hall, "The Socialization of Managers"
Rosabeth Kanter, Men and Women of the Corporation, pp. 47-68. "Managers"

**4/21 – Organization Structural Influences on Careers
James Rosenbaum, Career Mobility in a Corporate Hierarchy Academic Press, Ch.1-3, 8. (Vol.II)

4/28 - Restructuring Career Mobility Systems
Rosabeth Moss Kanter, Men and Women of the Corporation, 245-287.
James E. Rosenbaum, Career Mobility in a Corporate Hierarchy Ch. 9&10.

(MID-TERM 5-PAGE DRAFT DUE)