



The Hebrew University of Jerusalem

Syllabus

Person- Work Fit - 55947

Last update 13-08-2023

HU Credits: 3

Degree/Cycle: 2nd degree (Master)

Responsible Department: Business Administration

Academic year: 0

Semester: 1st Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Lilach Sagiv

Coordinator Email: lilach.sagiv@mail.huji.ac.il

Coordinator Office Hours: By appointment

Teaching Staff:

Prof Lilach Sagiv

Course/Module description:

In this course we present and discuss the construct of Person-Environment Fit and some of its consequences. We integrate theories with their application to career counseling. We discuss two main conceptualization for P-E Fit – fit, or congruency in terms of vocational interests (person-job fit) and in terms of values (person-organization fit). We further discuss the processes of selection versus socialization in organizations. The final part of the course is a workshop on career counseling.

Course/Module aims:

The course aims to expose the students to a central topic in organizational behavior – the congruency between person and work. It entails a strong theoretical aspect, as well as practical aspects. Each week, the students will read a classic text on the topic, which they will discuss in writing, as well as in a class discussion. In addition, The course entails a practical aspect: students will experience the counseling aspect of the topic in question.

Learning outcomes - On successful completion of this module, students should be able to:

Discuss and analyze organizational phenomena, taking multiple perspectives. Assess and evaluate ideas and findings. Conduct interviews based on counseling tools and write reports that summarize them. Self-reflect on professional growth.

Attendance requirements(%):
mandatory

Teaching arrangement and method of instruction: The course consists of lectures, discussions in small and large groups, reading articles, processing and writing about them, practical assignments within and outside class, writing reports on these assignments. The last part of the course is a workshop.

Course/Module Content:

Congruency of vocational interests, Holland's theory of career choice, congruency of values, Schwartz theory of personal values, using projection tests in counseling, The ASA model, novel conceptualizations of congruency, career workshop.

Required Reading:

see detailed syllabus in the moodle website

Additional Reading Material:

see detailed syllabus in the moodle website

Grading Scheme:

Essay / Project / Final Assignment / Home Exam / Referat 40 %

*Submission assignments during the semester: Exercises / Essays / Audits / Reports
/ Forum / Simulation / others 60 %*

Additional information:

see detailed syllabus in the moodle website