



## Career Management

*By Jeffrey H. Greenhaus, Gerard A. Callanan, Veronica M. (Maria) Godshalk*

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**Career Management** By Jeffrey H. Greenhaus, Gerard A. Callanan, Veronica M. (Maria) Godshalk

**Career Management, Fourth Edition** blends theory, practical recommendations, and case studies to help students develop the necessary skills to manage their own careers or to act as a human resource manager assisting others as they develop their careers. Offering a useful combination of both individual and organizational actions relevant in career management, the authors introduce students to basic concepts underlying theory and then illustrate their practical applications, either with regard to an individual's career or within firms.

Now in a two-color design, the **Fourth Edition** retains the authors' well-established career management model, providing a helpful framework for establishing career goals and for making appropriate career choices. This thoroughly revised edition provides new ways of conceptualizing careers along with an understanding of modern trends in the business world and the broader environment that influence career decision making.

### Key Features

- **\*NEW\* Chapter-ending cases:** Each chapter now ends with a topical "real-life" case that examines either individual or organizational career management. These scenarios highlight core chapter material and are accompanied by critical thinking questions, making them useful for guiding classroom discussion.
- **Practical pedagogy reinforces the theories and research presented:** Updated and streamlined learning exercises allow individuals to practice specific competencies involving career exploration, goal setting, strategy development, and the identification of a preferred work environment. Applied examples throughout the text illustrate key ideas, bringing them to life.
- **Significant new material brings the text up to date:** This edition addresses international careers, social capital, mentoring, and entrepreneurship; updated information on different forms of self-assessment (for learning about one's values, interests, talents, personality, and lifestyle preferences); and a new chapter on Career Contexts and Stages.

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## **Editorial Review**

### Review

"Excellent text, superior information, and spot on with regard to student needs." (L. Edmonds 2010-02-16)

### About the Author

Jeffrey H. Greenhaus is Professor and William A. Mackie Chair in the Department of Management at Drexel University's LeBow College of Business. A Fellow of the American Psychological Society and the Society for Industrial and Organizational Psychology (SIOP), he received his Ph.D. degree in Industrial/Organizational Psychology from New York University. Jeff's research, which focuses on career dynamics and work-family linkages, has appeared in such journals as the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Occupational Health Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, and *Organizational Behavior and Human Decision Processes*. Former Associate Editor of the *Journal of Vocational Behavior*, Jeff is co-editor (with Saroj Parasuraman) of *Integrating Work and Family: Challenges and Choices for a Changing World* (Quorum Books, 1997), co-author (with Stewart D. Friedman) of *Work and Family? Allies or Enemies? What Happens when Business Professionals Confront Life Choices* (Oxford University Press, 2000), and co-author (with Gerard A. Callanan and Veronica M. Godshalk) of *Career Management*, which is now in its 3rd Edition (Thomson-Southwestern, 2000).

**Gerard A. Callanan** is an Associate Professor in the Management Department at West Chester University. He received a Ph.D. in Organizational Behavior from Drexel University. Prior to his appointment at West Chester University in 2001, he was a Vice President with the Federal Reserve Bank of Philadelphia. During his twenty-two years at the Federal Reserve, Gerry held a number of senior posts, including responsibility for such areas as strategic planning, credit and risk management, and national currency management. A member of the Academy of Management, the American Psychological Association, and the Society for the Advancement of Management, his research has appeared (or will appear) in such scholarly publications as the *Journal of Vocational Behavior*, *Career Development International*, the *Journal of Psychology*, the *Journal of Education for Business*, the *Journal of Developmental Entrepreneurship*, *Education + Training*, and *Team Performance Management Journal*. In 2000, Gerry co-authored (with Jeffrey H. Greenhaus and Veronica M. Godshalk) the third edition of the textbook *Career Management*, published by Thomson-Southwestern.

**Veronica M. (Ronnie) Godshalk** is an Associate Professor of Management in the Department of Business Administration at the University of South Carolina, Beaufort. She is also the Business Administration Department Chair, and has been at USCB since August 2007. Dr. Godshalk teaches courses in organizational behavior, management and leadership, business research methods, and career management.

She previously taught at the Pennsylvania State University for fourteen years, where she received the 2000

Arthur L. Glenn Award for Faculty Teaching Innovation and received tenure and Associate rank. Dr. Godshalk has also taught at Drexel University.

Dr. Godshalk's research interests include issues surrounding career management and mentoring. She has published extensively with forty articles, books, book chapters and refereed conference proceedings in print. In 2000, she published a book, *Career Management*, with co-authors Jeff Greenhaus and Gerry Callanan and is currently working on a 4<sup>th</sup> edition. She is an active member and presenter in professional associations, such as the Academy of Management and the Society for Industrial and Organizational Psychology.

Dr. Godshalk had worked in the computer industry in sales and sales management prior to entering academia, and has been a consultant for several Fortune 500 companies. She earned her Ph.D. from Drexel University, and her M.S. from the University of Pennsylvania.

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