MBA901 Career Ownership T326 Brief

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.
Information contained within this Subject Outline applies to students enrolled in the trimester as indicated

1. General Information

1.1 Administrative Details

Associated HE Award(s)	Duration	Level	Subject Coordinator
MBA	1 trimester	Postgraduate	Dr Evi Lanasier evi.lanasier@koi.edu.au L: 7-11, 11 York Street Consultation: via Moodle or by appointment

1.2 Core / Elective
This is a core subject for the above courses.

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

Subject Credit Points	Total Course Credit Points
4	MBA: 48 Credit Points

1.4 Student Workload

Indicated below is the expected student workload per week for this subject

No. Timetabled Hours/Week*	No. Personal Study Hours/Week**	Total Workload Hours/Week***
3 hours/week plus supplementary online material	7 hours/week	10 hours/week

* Total time spent per week at lectures and tutorials
** Total time students are expected to spend per week in studying, completing assignments, etc.
*** Combination of timetable hours and personal study.

1.5 Mode of Delivery Face-to-face on site unless otherwise notified (please check Moodle). Note – since T322, KOI is in transition and most classes will be returning to face-to-face delivery. However, there are a range of issues remaining because of COVID-19. For example, some students may have trouble travelling to Australia. Because of this some classes may still be online. This affects whether the final exam for a subject will be open-book or closed-book. After enrolment KOI will be able to make a determination and notification will be provided on Moodle before Week 7.

1.6 Pre-requisites Nil

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the weekly worksheets and subject support material provided in Moodle. Students should read this material before coming to class to improve their ability to participate in the weekly activities.

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- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: Specific resources will be identified in discussions with your lecturer. Prescribed readings and research examples will be posted to Moodle for additional guidance and recommended readings listed at section 2.9 will provide useful background reading.

1.8 Academic Advising

Academic advising is available to students throughout teaching periods including the exam weeks. As well as requesting help during scheduled class times, students have the following options:

- Consultation times: A list of consultation hours is provided on the homepage of Moodle where appointments can be booked.
- Subject coordinator: Subject coordinators are available for contact via email. The email address of the subject coordinator is provided at the top of this subject outline.
- Academic staff: Lecturers and Tutors provide their contact details in Moodle for the specific subject. In most cases, this will be via email. Some subjects may also provide a discussion forum where questions can be raised.
- Head of Program: The Head of Program is available to all students in the program if they need advice about their studies and KOI procedures.
- Vice President (Academic): The Vice President (Academic) will assist students to resolve complex issues (but may refer students to the relevant lecturers for detailed academic advice).

2 Academic Details

2.1 Overview of the Subject

The world of work is continually changing, and long-held traditional values, for example, "a job for life is no longer valid within the 21st-century workplace. MBA901 Career Ownerships explores the concept of different career options which can provide job security and ability to survive in any type of economy especially in the digital economy. It focuses on how individuals can survive and thrive in dynamic workplaces by developing an agile mentality alongside transferrable and dexterous skills. The importance of mastery of technology and how to lever it for professional and enterprise gain/betterment are also explored alongside personal attributes and strength.

In the fast moving and rapidly changing paradigm of digital economy, artificial intelligence (AI) has become an increasingly important tool in career ownership, supporting individuals to make more informal and proactive career decisions. AI can assist in identifying emerging career opportunities, analysing labour-market trends, recognising skills gaps and providing personalised recommendations for professional development, interview preparation and career planning. However, effective career ownership requires individuals to use AI critically and responsibly, combining AI-generated insight with personal judgment, self-awareness, human interaction and an understanding of their own value and career aspirations.

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2.2 Graduate Attributes for Postgraduate Courses

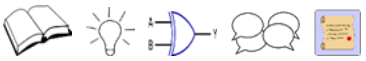
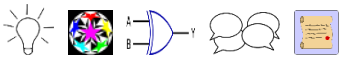
Graduates of Postgraduate courses from King's Own Institute will achieve the graduate attributes expected from successful completion of a Master's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge from their major area of study in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's generic graduate attributes for a master's level degree are summarised below:

	KOI Master Degree Graduate Attributes	Detailed Description
	Knowledge	Current, comprehensive and coherent knowledge, including recent developments and applied research methods
	Critical Thinking	Critical thinking skills to identify and analyse current theories and developments and emerging trends in professional practice
	Communication	Communication and technical skills to analyse and theorise, contribute to professional practice or scholarship, and present ideas to a variety of audiences
	Research and Information Literacy	Cognitive and technical skills to access and evaluate information resources, justify research approaches and interpret theoretical propositions
	Creative Problem Solving Skills	Cognitive, technical and creative skills to investigate, analyse and synthesise complex information, concepts and theories, solve complex problems and apply established theories to situations in professional practice
	Ethical and Cultural Sensitivity	Appreciation and accountability for ethical principles, cultural sensitivity and social responsibility, both personally and professionally
	Leadership and Strategy	Initiative, leadership skills and ability to work professionally and collaboratively to achieve team objectives across a range of team roles Expertise in strategic thinking, developing and implementing business plans and decision making under uncertainty
	Professional Skills	High level personal autonomy, judgement, decision-making and accountability required to begin professional practice

2.3 Subject Learning Outcomes

Listed below, are *key* knowledge and skills students are expected to attain by successfully completing this subject:

Subject Learning Outcomes	Contribution to Graduate Attributes
a) Examine the nature of Digital Economy and its challenges and opportunity for personal career management and development	
b) Create a range of professional communication skills and mindsets, specifically oral, written and graphical skills for the workplace	
c) Experiment to maximise technology mastery and acquired approaches to continuous up-skilling	
d) Appraise personal strength, including approaches to self-management, responsibility and resilience through reflective practice for lifelong development	

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

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Week (beginning)	Topic covered in each week's lecture	Reading(s)	Expected work as listed in Moodle
Week 1 26 October	Introduction to Career Ownerships	Van Fleet, Chapter 2 Mc Donald & HIte, Chapter 1	
Week 2 02 November	Self-Awareness, Personal Value and Career Context	Baruch, Chapter 2 and 3 Van Fleet Chapter 2	
Week 3 09 November	Career Visioning & Work-Life Challenges and Opportunity	Van Fleet, various chapter	
Week 4 16 November	Skills Audit & Capabilities : Career Ownerships & AI Integration in Digital Economy Era	Various sources from the recommended reading list	
Week 5 23 November	Personal Branding and Marketing the Career	Segara & Gentry Various sources from the recommende d reading list	**Assessment 1 is due**
Week 6 30 November	Design Thinking Approach : Career Development Post Pandemic	Various sources from the recommended reading list	
Week 7 07 December	Career Opportunity and Market Awareness : Getting to know yourself and Occupational Career Choice	Mc Donald & Hite, Chapter 5 Various Resources	
Week 8 14 December	Creating Job Security in any types of economy Career Exploration and Trajectory	Van Fleet, Chapter 1 Various sources from the recommended reading list	**Assessment 2 (Report) is due**
Week 9 04 January	PRESENTATION BATCH 1		Assessment 2 (Presentation - Batch 1)

Week 10 11 January	PRESENTATION BATCH 2		Assessment 2 (Presentation - Batch 2)
Week 11 18 January	Entrepreneurial and International Career Developing Professional Behaviour for Career Ownerships	Van Fleet, Chapter 4 & 5	**Assessment 3 is due**
Week 12 25 January	The Metaverse and Future Direction of Career	Van Fleet, Chapter 9 Priyashanta, Chapter 1	
Week 13 01 February	Study review week and Final Exam Week		
Week 14 08 February	- Final Exam Week - Continuing students - enrolments for T127 open		Please see the exam timetable for the exam date, time and location
Week 15 15 February	- Student Vacation begins - New students - enrolments for T127 open		
Week 16 22 February	• Results Released • Review of Grade Day for T326 – see Sections 2.6 and 3.2 below for relevant information. • Certification of Grades NOTE: More information about the dates will be provided at a later date through Moodle/KOI email.		
T127 01 March 2027			
Week 1 01 March	Week 1 of classes for T127		

2.5 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *Lectures* (1 hour/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes (see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester

- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.6 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
Assessment 1 (Individual) Career Disruption in the Age of Artificial Intelligence – Report of 3000 words	Week 5	30%	a, b, c and d
Assessment 2 (Individual) Personal Brand & Career Marketing Strategy – Report of 3000 words Presentation = 5 minutes/student	Week 8 (Report) Week 9 & 10 Presentation	40 % 25% Report 15% Presentation	b, c and d
Assessment 3 (Individual) Entrepreneurial or International Career Strategy - Report of 3000 words	Week 11	30%	b and d

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.7 Prescribed and Recommended Readings

Provided below, in formal reference format, is a list of the prescribed and recommended readings.

Prescribed Text:

Van Fleet, D (2025). Taking Ownerships of your Career. 1st Edition. Business Express Press

Recommended readings:

Baruch Y (2022). Managing Career and Employability. Routledge

Bierema, L. 2024. Rethinking Adults Career Development: Critical Analysis. 1st Edition. Edward Elgar Publishing.

Burdin, G and Garcia-Louzao. 2025. Empoyee-Owned Firm and the Careers of Young Workers. Labour Economics. Vol 93.

De Janaz, S & Peipr, M.2024. Realigning How We Think and Teach about Careers: Relevance, Onwerships and Adaptation. Journal of Management Education. Vol 48(2). DOI: 10.1177/10525629241227416

Dahal, RK. Ghimire, B. Raj Sharma, D. Dipendra.K and Prasad Joshi, S. 2025. Bridging the Gap : How Career Development Learning Mediates Higher Education and Employablity Outcomes in Nepal. Business Perspective

Galfalvi, E., Hooley, T. and Neary, S. *2025. Are young people aged 16-19 using or expecting to use the gig economy for their careers*?. Journal of the National Institute for Career Education and Councelling. Vol 45 No.1

Gonzales, M and Campos, K.P. 2024. *Boundaryless Careers and Ethical Implications : A Review and Critical Analysis of the Gig Economy*. Community Development Journal. Vol 8 No 3

Hayden, S. 2025. Integrating Career Development and Mental Health in Counselling. 1st Edition. Newark American Counselling Associaton.

Hozi, A. Brankovic, M (2023). Rethinking Graduate Employability in the Context. Palgrave Macmillan. (https://link.springer.com/book/10.1007/978-3-031-20653-5)

Kurian, J.S. 2024. *Navigating the Gig Economy : exploring challenges and motivation for the well-being of Gen Y and Gen Z gig workers*. Work, Industrial & Organisational Psychology. Vol 11 No.1

Li.D and Maqsood, US. 2025. CEO's Demographic, Governance and Career Factors in Environmental and Sustainability Performance : Evidence From China M&A Cases. Business Ethics, the Environment and Responsibility.

McDonald, K.S and Hite, L.M (2023). Career Development : A Human Resource Development Perspectives. 2nd edition, Routledge. ISBN 9781032159397

Ness, I. 2023. *The Routledge Handbook of the Gig Economy*. 1st ed. Routledge, Taylor Francis Group

Patton, W. 2021. Career Development and System Theory:Connecting Theory and Practice. 4th Edition, Leiden-Brill Publisher

Priyashanta, K. 2026. The metaverse and Career Development :Application, implications and Future Direction. 1st Edition. Taylor and Francis Group

Segara, V and Gentry W. 2021. Taking Ownership of your Career: Professional Development through Experential Learning. BMC Proceeding. Vol 15(2). DOI: 10.1186/s12919-021-00211-w

Soumya.V. and Sharmiladevi, J.C. 2024. *Analysing the Evolution and Patterns of the Gig Economy : A bibliometric examination growth and trends*. Cogent Business and Management Vol 11 No 1

Tamontseva. M. 2025. Increasing the Chances of Career Success Abroad L The Role of Cultural Oreintation in the Relationshiop between International Stuenets' Protean Career Orientation, Career Competencies and Percieved Employability. Human Resources Development International. Vol 28, Issue 2.

Te'eni-Harari, T & Barket-Bojmel, L .2021. An Integrative Career Self-Management Framework: The Personal Brand Ownership Model. Consulting Psychology Journal VOl 73 (4). DOI : 10.1037/cpb0000220

Suggested Conference/ Journal Articles:

WIL Australia Conference : 18-20 October 2026 at Adelaide Convention Centre, focused on work-integrated learning (WIL) and collaborative career development learning across the tertiary sector.

Profit Con 2026: October 21–23, 2026, a three-day conference for Profit First Professionals Australia & New Zealand members.

38th Annual AAGE Graduate Recruitment and Development Conference (November 11 & 12, 2026) Hilton Sydney

NAGCAS National Conference : 30 November & 1 December, 2026 in Melbourne. Theme : Beyond Disruption : Designing Career Future in the era of Permanent Changes"

Students are encouraged to read peer reviewed journal articles and conference papers. Google Scholar provides a simple way to broadly search for scholarly literature. From one place, you can search across many disciplines and sources: articles, theses, books, abstracts and court opinions, from academic publishers, professional societies, online repositories, universities and other web sites.

Useful Websites:

The following industry websites are useful introductory sources covering a range of information useful for this subject.

- https://www.fairwork.gov.au/find-help-for/independent-contractors/gig-economy
- https://www.theguardian.com/australia-news/2023/sep/04/truck-owner-drivers-could-gain-minimum- pay-rates-under-labors-closing-loopholes-bill
- https://ministers.dewr.gov.au/burke/world-leading-legislation-protect-gig-workers
- https://www.aph.gov.au/About_Parliament/Parliamentary_departments/Parliamentary_Library/pubs/ BriefingBook47p/GigEconomy

Ongoing Professional Bodies

- Career Industry Council Australia (CICA) : Runs regular national webinars and events focusing on contemporary issues like AI integration, neurodiversity and sustainability in career guidance
- Career Development Association of Australia (CDAA) Host state-based branch events, professional development workshops and networking forums throughout the year.