

## Methodological tool: Career anchors – self evaluation questionnaire

Number of methodological Tool	EUPA_LO_121_M_001
Work Area Code and Title	WA 11: HR Issues
Unit Code and Title	4.12 Possess the knowledge and skills to generate solutions to HR issues
Learning Outcome Number and Title	LO121 Understand the difference between personnel management and human resource management in order to support the recruitment, motivation and retention of employees
Objective of the methodological tool	After the completion of this activity, participants will be able to: <ol style="list-style-type: none"> <li>1. Understand the concept of career anchors – that is related to employee appraisal and career management, by evaluating their own career preferences.</li> <li>2. Positive effect of respecting the individual career orientation leads to higher motivation, performance and retention of employees what has a high effect on the organization's performance and supports the positive effects of recruitment, motivation and retention of employees</li> </ol>
Approximate Time needed for the completion of this exercise	5 min –filling the questionnaire 5 min – evaluation
Individual or group exercise	<input checked="" type="checkbox"/> Individual <input type="checkbox"/> Group
Type of methodological tool	<input checked="" type="checkbox"/> Written exercise <input checked="" type="checkbox"/> Self evaluation questionnaire <input type="checkbox"/> Group exercise <input type="checkbox"/> Video analysis <input type="checkbox"/> Simulation <input type="checkbox"/> Multiple choice <input type="checkbox"/> Group exercise with cards <input type="checkbox"/> Exercise using ICT <input type="checkbox"/> Role play <input type="checkbox"/> Group discussion <input type="checkbox"/> Case study <input type="checkbox"/> Creative Group Work
Description of the exercise/Procedure	<ol style="list-style-type: none"> <li>1. Give each participant a copy of the inventory and ask them to fill it in</li> <li>2. After completion and calculating results continue with lecture and discussion on the topic of career anchors concept and its</li> </ol>

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	application to Human resource management
Exercise is accompanied by	<b>EUPA_LO_121_M_001_Att_1</b>
Exercise solution	N/A
Other comments to the trainer	N/A

