

HUMAN RESOURCES MANAGEMENT

Course Description

The course introduces you to contemporary issues in the field both from a global and strategic perspective. It provides the basis for understanding labour relations, compensation and benefits schemes as well as the role of HR in the organisation.

Course Requirements and Credits

Course Requirements: None
Total ECTS Credits: 7 credits

Target Audience

Graduate students. Core course.

Learning Objectives

- » Define and anticipate problems in relation to working with individuals, small groups, and business organizations and assess one's personal abilities and value system
- » Formulate and assess solutions of human resource management character related to motivation and satisfaction in the job market
- » Analyze the dynamics of communicating, leading, counseling, and improving the interpersonal relationships related to the business environment

Text and Materials Required

- ❑ Human Resource Management, Gary Dessler, ISBN: 0130664928, February 2002, Publisher: Pearson Education, Edition Number: 9,

Suggested further readings:

- ❑ Strategic Human Resource Management: A General Managerial Approach, 2/E, Charles R. Greer, ISBN: 0-13-027950-1, Publisher: Prentice Hall, Copyright: 2001
- ❑ Human Resource Management with West Group Product Booklet, Robert L. Mathis, John H. Jackson, ISBN: 0324071515, May 2002, Publisher: South-Western, Edition Number: 10.

Course Outline

- » Lecture 1 – The Strategic Role of HRM
- » Lecture 2 – Job Analysis
- » Lecture 3 – Personnel Planning & Recruiting
- » Lecture 4 – Employee Testing & Selection

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- » Lecture 5 – Interviewing Candidates
 - » Lecture 6 – Training & Developing Employees
 - » Lecture 7 – Managing Strategic Organizational Renewal
 - » Lecture 8 – Appraising & Managing
 - » Lecture 9 – Managing Careers & Fair Treatment
 - » Lecture 10 – Establishing Pay Plans
 - » Lecture 11 – Pay for Performance & Financial Incentives