



Course Syllabus

Course Code	Course Title	ECTS Credits
MBAN-609DE	Organizations & Human Resource Management	7.5
Prerequisites	Department	Semester
None	School of Business	Fall, Spring
Type of Course	Field	Language of Instruction
Required	Management & MIS	English
Level of Course	Lecturer(s)	Year of Study
2 nd Cycle	Dr Andriana Rapti	1 st or 2 nd
Mode of Delivery	Work Placement	Corequisites
Distance Learning	N/A	None

Course Objectives:

The main objectives of the course are to:

- Demonstrate the role of Human Resources within an organisational context
- Discuss the key Human Resources practices and the role each may play in contemporary organisations
- Analyze the extent to which Human Resources can and should play a role in managing employee well-being
- Discuss the importance of critical thinking and problem solving in HUMAN RESOURCES issues
- Analyze the types of employee involvement and participation at the workplace
- Demonstrate Human Resource Management as a process of decision-making, in relation to the strategic utilisation of a range of potential HR practices and HR systems

Learning Outcomes:

After completion of the course students are expected to be able to:

1. Analyse the different perspectives of the employment relationship
2. Evaluate the different approaches to human resource management
3. Manage diversity in organisations effectively and be aware of the relevant legislation
4. Appreciate the strategic role of human resource management
5. Understand ways human resource management enhances the overall business strategy
6. Create strategic recruitment/selection policies and practices

7. Organize, implement and perform effective recruitment and selection practices
8. Execute a training needs analysis
9. Develop and implement effective training programmes
10. Develop and implement effective performance criteria to perform appraisals
11. Show awareness of employee engagement and its importance for modern organisations
12. Evaluate the international role of human resource management

Course Content:

1. Human resource management: themes, concepts and issues, and the human resource challenges facing organizations today.
2. Diversity in the workplace: managing diversity, equal opportunity and protected characteristics.
3. Strategic human resource management (I): organisational goals, core competencies, competitive advantage and the role of human resource management.
4. Strategic human resource management (II): best fit and best practice approaches, organisational performance and human resource management.
5. Recruitment: objectives of recruitment, strategic decision-making points about recruitment, person-job fit, person-organisation fit, employer branding.
6. Selection: traditional and alternative approaches to selection, job interviews, person-job fit, person-organisation fit.
7. Training and Development: performing a needs analysis and designing effective training and development policies and practices.
8. Managing and Improving Performance: effective feedback and performance evaluation processes and procedures which will improve individual and organizational performance.
9. Employee Engagement: practitioners' and academic perspectives
10. International human resource management: Analyse the International/Global human resources practices

Learning Activities and Teaching Methods:

1. Faculty Lectures
2. Directed and Background Reading
3. Case Study Analysis
4. Academic Paper Discussion
5. Videos

Assessment Methods:

Assignment, Final Exam

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Human Resource Management	Dessler, G.	Prentice-Hall	2016, 15 th ed.	978-0134235455

Supplementary Textbooks / Readings:

Textbooks:

Foot M. & Hook C. (6th / 7th edition). *Introducing Human Resource Management*, Harlow: FT Prentice Hall.

Marchington, M. and Wilkinson, A. (2012). **Human Resource Management at Work**. 5th edition. London: CIPD.

Boxall, P. and Purcell, J. (2016). **Strategy and Human Resource Management**. 4th edition. Basingstoke: Palgrave.

Journals:

- The Journal of Human Resource Management
- International Journal of Human Resource Management
- Journal of Applied Psychology
- Academy of Management Journal
- Personnel Psychology
- Human Resource Management
- Journal of Organizational Behavior
- Journal of Vocational Behavior
- European Journal of Work and Organizational Psychology
- Journal of Management Studies
- British Journal of Management