



Course Syllabus

Course Code	Course Title	ECTS Credits
MBAN-610DE	Organizations & Human Resource Management	6
Prerequisites	Department	Semester
None	School of Business	Fall, Spring
Type of Course	Field	Language of Instruction
Compulsory	HR Management	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. Perform an effective job analysis, construct a job description, a job specification and develop effective job design procedures.
2. Create strategic recruitment and effective selection policies and practices.
3. Execute a training needs analysis, develop and implement effective training programs.

4. Evaluate jobs to determine salary/wage scales, develop and implement effective performance criteria to perform appraisals.
5. Evaluate the legal environment, its impact on the workplace, implement effective disciplinary procedures and manage employer/employee negotiations.
6. Analyze workplace health and safety risks and develop effective practices for better employee performance.
“Details on the contribution of the course’s learning outcomes towards the learning goals / competencies and learning objectives of the programme are included in the curriculum map of each programme”.

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

Recommended Textbooks/Readings:

Title	Author(s)	Publisher	Year	ISBN
Introducing Human Resources Management	Foot M. & Hook C.	Harlow:FT Prentice Hall	6 th /7 th Ed.	
Human Resources Management at Work	Marchington M & Wilkinson A.	London: CIPD	2012 5 th Ed.	
Strategy and Human Resources Management	Boxall P & Purcell J	Basingstoke: Palgrave	2016 4 th Ed.	

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