

MBAN 680 – HR Mgt and Organizational Effectiveness

Course title	HR Mgt and Organizational Effectiveness				
Course code	MBAN 680				
Course type	Compulsory				
Level	2 nd Cycle				
Year / Semester	1 st or 2 nd				
Teacher’s name	Maria Michailidis				
ECTS	6	Lectures / week	1/week	Laboratories / week	N/A
Course purpose and objectives	Synthesize concepts related to managing human resources within an organization. Evaluate the strategies for enhancing an organization’s position from a human resources perspective. Assess the methods used to measure the effectiveness of human resources. Critique processes related to critical thinking and problem-solving in human resources issues. Design innovative solutions and approaches in human resource management. Formulate effective change tactics for managing future human resources challenges.				
Learning outcomes	Formulate strategic recruitment and selection policies and practices. Conduct a comprehensive job analysis. Draft detailed job descriptions and specifications. Develop effective job design processes and procedures. Coordinate and execute effective selection interviews. Identify and analyze training needs. Implement comprehensive training programs. Assess jobs to establish appropriate salary and wage scales. Create effective performance criteria for appraisals. Devise robust disciplinary processes and procedures. Leverage employee associations to enhance business results. Negotiate effectively to mitigate workplace conflicts. Evaluate health and safety protocols for improved performance. Appraise the legal environment’s impact on workplace dynamics.				
Prerequisites	None		Required	Yes	
Course content	Week 1 Human Resources Challenges Overview of current HR issues and challenges that organizations face today.				

	Week 2 The Legal Environment Examination of the legal frameworks affecting the management of human resources in the workplace. Week 3 Workforce Planning Strategies for ensuring that the right talents are available when added. Week 4 Recruitment Strategies Development of effective recruitment and selection strategies for retaining talent. Week 5 Job Design Principles and techniques for creating jobs that optimize safety and performance. Week 6 Training Needs Analysis Identifying and evaluating employee training needs for organizational growth. Week 7 Development of Training Programs Design and implementation of comprehensive training and development plans. Week 8 Performance Management Implementing performance evaluation systems to enhance both individual and organizational productivity. Week 9 Compensation and Incentives Creating reward systems that align with performance to motivate employees. Week 10 Employee Relations Developing systems for effective employee interaction and engagement in organizational processes. Week 11 Workplace Health and Safety Ensuring compliance with health and safety standards for a conducive work environment. Week 12 International Human Resources Management Analyzing and comparing HR practices across global and international contexts.
Teaching methodology	Learning Activities Faculty Lectures Directed and Background Reading Case Study Analysis Academic Paper Discussion Simulations Group Projects: Collaborative assignments to enhance teamwork skills. Interactive Workshops: Hands-on sessions that promote active learning.

	Guest Lecturers: Insights from industry professionals to bridge theory and practice. Teaching Methods Lectures Directed Reading Case Study Discussions Simulations Flipped Classroom: Students engage with lecture material before class for deeper in-class discussions Peer Teaching: Students teach specific topics, enhancing their understanding Role-Playing Exercises: Practical scenarios to develop problem-solving skills
Bibliography	Human Resources Management, Dessler, G., Pearson Prentice Hall, 2024 & 2020 17th & 16th Edition, 9781292449876 9780135172780
Assessment	Final Exam Midterm Exam Continuous Assessment: Regular quizzes and assignments to reinforce learning Project-Based Assessment: Evaluation based on group or individual projects Class Participation: Involvement in discussions as a metric for engagement and understanding
Language	English