



Course Syllabus

Course Code	Course Title	ECTS Credits
MBAN-769	Employee Resourcing	6
Prerequisites	Department	Semester
MBAN-610	School of Business	Fall, Spring
Type of Course	Field	Language of Instruction
Concentration	Human Resources 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
Face to Face	N/A	None

Course Objectives:

The main objectives of the course are to:

- Provide an in-depth analysis of the methods used in staffing and selection processes.
- Investigate the processes of designing, administering, revising, and evaluating selected HRM practices.

Learning Outcomes:

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

1. **Evaluate** the sources available to organizations for recruitment in order to assess the most effective ones.
2. **Develop** recruitment strategies to reduce staff turnover and thus reduce costs.
3. **Develop** and utilize strategies to achieve work-life balance, and thereby improve performance in the workplace.
4. **Develop** equal opportunities strategies in recruitment and selection so as to make best use of the diverse talent pool available.
5. **Ensure** that resource strategies match overall organizational strategies.
6. **Evaluate** the tools which are used during the recruitment and selection process

“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. People resourcing: the changing world of work & contemporary HRM
2. Human Resources Strategy: perspectives and theories
3. Competencies in People Resourcing
4. Human Resource Planning, Talent Planning & worker flexibility
5. HR Information Systems & eHRM
6. **Systematic recruitment and selection:** investigate the means for effective recruitment and selection to be in line with business strategy
7. **Selection and assessment methods:** choosing the most effective methods to enhance selection and assessment of candidates
8. **Managing diversity:** challenges and legal aspects
9. **Performance management and appraisal**
10. **Conflict resolution**

Learning Activities and Teaching Methods:

Instructor presentations; video clips; case studies, small assignments and discussions.

Assessment Methods:

Weekly interactive activities Test; exam; assignment.

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
People Resourcing and Talent Planning: HRM in Practice (4 th Ed.)	Marjorie Corbridge & Stephen Pilbeam	Pearson	2010	978-0-273-71955-7

Recommended Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
People resourcing	Taylor, S.	CIPD	2005	184398198X