



## Course Syllabus

<b>Course Code</b>	<b>Course Title</b>	<b>ECTS Credits</b>
MBAN-769DE	Employee Resourcing	6
<b>Prerequisites</b>	<b>Department</b>	<b>Semester</b>
MBAN-610DE	School of Business	Fall, Spring
<b>Type of Course</b>	<b>Field</b>	<b>Language of Instruction</b>
Concentration	Human Resources Management	English
<b>Level of Course</b>	<b>Lecturer(s)</b>	<b>Year of Study</b>
2 <sup>nd</sup> Cycle	Dr Andriana Rapti	1 <sup>st</sup> or 2 <sup>nd</sup>
<b>Mode of Delivery</b>	<b>Work Placement</b>	<b>Corequisites</b>
Distance Learning	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 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; videos; case studies, short exercises and discussions.

**Assessment Methods:**

Assignment; Exam.

**Required Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
People Resourcing and Talent Planning: HRM in Practice (4 <sup>th</sup> 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