

Course Title	Managing Human Resources in Health Care Organisations				
Course Code	HSA-512				
Course Type	Required				
Level	2 nd Cycle				
Year / Semester	1 / 1				
Teacher's Name	Dr Christos Varounis				
ECTS	10	Lectures	13	Interactive learning activities	37
Course Purpose and Objectives	<p>The main objectives of the course are to:</p> <ul style="list-style-type: none"> • Examine the key themes associated with managing human resources with emphasis in the health services industry. • Evaluate critically the concepts, methodologies and skills needed to lead individuals and teams in health care organizations. • To analyse effective job design along with a discussion of the main HR functions such as recruiting, selecting, developing, motivating and evaluating staff. • To examine and evaluate the concepts of employee motivation, team dynamics and development, leadership styles, communication, organization structure and design, organizational change are covered in the module. 				
Learning Outcomes	<p>After completion of the course students are expected to be able to:</p> <ol style="list-style-type: none"> 1. Have a conceptual understanding of the main HR functions and the challenges in implementing and managing successful HR processes in health care organizations. 2. Demonstrate a comprehensive understanding methods and approaches for effective job design processes and procedures. 3. Examine the perceptions, attitudes, and motivation in health care organizations. 4. Discuss critically high performance team development and explore the foundations of team dynamics 5. Demonstrate a comprehensive understanding of organizational structure and design and be able to analyse organizational structure and design in health care organizations. 6. Distinguish and evaluate critically major issues and possible solutions in health care organizational change. 7. Demonstrate a critical awareness regarding methodologies and practices for effectively leading people in health care organizations. 				
Prerequisites	None	Required	None		
Course Content	<p>This course will discuss the following topics:</p> <ol style="list-style-type: none"> 1. Introduction to Human Resource Management & Organizational 				

	Behaviour 2. Organizational Structure and Design 3. Organizational Culture 4. Groups and Teamwork 5. Recruitment and Selection 6. Learning, Training & Talent Development 7. Performance Management 8. Motivation 9. Employee engagement 10. Communication 11. Leadership and Power 12. Organizational Change 13. Revision																									
Teaching Methodology	This programme is delivered via distance learning (online) and includes recorded lectures, interactive online tutorials (Webinars) and discussion forums, as well as online exercises and other activities.																									
Bibliography	<p>Required Textbooks / Reading:</p> <table border="1"> <thead> <tr> <th>Title</th> <th>Author(s)</th> <th>Publisher</th> <th>Year</th> <th>ISBN</th> </tr> </thead> <tbody> <tr> <td>Organizational Behaviour</td> <td>Buchanan, D.A. & Huczynski, A.A.</td> <td>Essex: Pearson</td> <td>2013</td> <td>978-0-273-77481-5</td> </tr> <tr> <td>Introducing Human Resource Management</td> <td>Foot M. & Hook C.</td> <td>Harlow: FT Prentice Hall</td> <td>6th Edition (2011) OR 7th Edition (2016)</td> <td>978-1-292-06396-6</td> </tr> </tbody> </table> <p>Recommended Textbooks / Reading:</p> <table border="1"> <thead> <tr> <th>Title</th> <th>Author(s)</th> <th>Publisher</th> <th>Year</th> <th>ISBN</th> </tr> </thead> <tbody> <tr> <td>Human Resource Management in Health Care: Principles and Practice</td> <td>Fallon, L. F., & McConnell, C. R.</td> <td>Jones and Bartlett Learning</td> <td>2014 (2nd Edition)</td> <td>978-1-4496-8883-7</td> </tr> </tbody> </table>	Title	Author(s)	Publisher	Year	ISBN	Organizational Behaviour	Buchanan, D.A. & Huczynski, A.A.	Essex: Pearson	2013	978-0-273-77481-5	Introducing Human Resource Management	Foot M. & Hook C.	Harlow: FT Prentice Hall	6 th Edition (2011) OR 7 th Edition (2016)	978-1-292-06396-6	Title	Author(s)	Publisher	Year	ISBN	Human Resource Management in Health Care: Principles and Practice	Fallon, L. F., & McConnell, C. R.	Jones and Bartlett Learning	2014 (2 nd Edition)	978-1-4496-8883-7
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Assessment	<ul style="list-style-type: none"> • Participation (10%) • Individual assignment on a topic provided by the instructor (30%) • Final exam (60%) 																									
Language	English																									