

COURSE CODE BAC.EAINA.HRBUS.3503	COURSE NAME HUMAN RESOURCE MANAGEMENT		
Credits	EAI Credits 3	/ ECTS Credits 6	
Student Workload	Contact Hours	Personal and/or Team Work	Evaluation
	39	80	6
Teaching Language	ENGLISH		
Prerequisite	Organizational Behavior, Management Principles		
Teaching Period	SPRING 2014 Class meets: Wednesday 8:30 - 11:30		
Department	Human Resource Management		
Course Leader	Malcolm PARKER, MSc - malcolm.parker@skema.edu		
Instructor(s)	Malcolm Parker		
Evaluator(s)	Malcolm Parker		
Course Description	<p>The course aims to help students understand what human resource management (HRM) is. The course investigates both the strategic nature and the functional importance of HRM as well as some technical aspects of managing people such as job analysis, recruitment, law and training and development.</p>		
Learning Outcomes	<p>Knowledge and Understanding (subject specific) The student is expected to understand the HR scorecard approach learn how to analyze jobs acquire knowledge of the US equal opportunity legal framework and to understand its relevance</p> <p>Cognitive / Intellectual Skills (generic) The student is expected to : acquire an understanding of the strategic business role of HRM learn about personnel planning and recruitment in theory and in practice learn about the process and the importance of training and development in organizations</p> <p>Key Transferable Skills (generic) The student is expected to : write a technical report</p> <p>Practical Skills (subject specific) The student is expected to : Actively use newly learned concepts and associated language in a competency-based HRM research project</p>		
Course registered in the process Assurance of Learning AACSB	No		
Student Assessment	Written Examination Final examination Continuous Assessment 2 mid-term examinations Competency-based project	Coefficient % 40% 30% 30%	
Teaching Methods	Lectures Tutorial Sessions Case Studies Guided Personal Work Other (explain): Distance learning Guided Personal Work Project		
References / Books	Required for the course Human Resource Management, Dessler Gary, 13th Edition, Pearson, 2013, ISBN – 10: 0-273-76602-3		Recommended references
Web Sites	www.pearson.co.com/Dessler		

	<i>Date</i>	<i>Topics</i>
	08/01/2014	What is HRM? Introduction/course objectives - HRM jobs/personnel management Line & staff duties - Modern trends Evidence-based HRM - Project launch
	15/01/2014	Strategic HRM The strategic management proces A strategy-oriented HR system - Metrics High-performance work system - CB project work planning
	22/01/2014	Job analysis & Talent management Purposes; processes; methods; tools; competency-based job analysis
	29/01/2014	Equal employment opportunity 1 - EEO laws
	05/02/2014	Equal employment opportunity 2 - EEO laws
	12/02/2014	Midterm 1 CB project work Personnel planning & recruiting 1 - Forecasting techniques
	19/02/2014	Research project progress reports Internal & external labour markets - Key recruitment issues
	05/03/2014	Training & developing employees 1 The training process - The training techniques
	12/03/2014	Training & developing employees 2 Perfomance management and appraisal
	19/03/2014	Midterm 2 CB project work -Employee Retention & Careers 1 Responsibilities - Coaching, mentoring - Promotions & transfers
	26/03/2014	Employee Retention & Careers Career orientation - How to do it – internet-based
	02/04/2014	Labor relations American Union movement - Unions & the law
	09/04/2014	CB project presentations 1
	16/04/2014	CB project presentations 2
		Final Exam

Detailed Schedule