

**DEREE COLLEGE SYLLABUS FOR: MG 2014 INTRODUCTION TO HUMAN RESOURCE MANAGEMENT**

(Updated Spring 2021)

**UK LEVEL 4**  
**UK CREDITS: 15**  
**US CREDITIS: 3/0/3**

**PREREQUISITES:**

None

**CATALOG DESCRIPTION:**

Introduction to HRM, including HR methods and roles, key HRM functions, and the role of HRM in sustainability and development issues, including green HRM and sustainable employability for employees.

**RATIONALE:**

The course highlights the significance of the human factor in managing organizations. The students have the opportunity to develop an understanding of HRM and its core HR processes. Learners identify ways HRM is implemented and its role in facilitating the modern organisation to achieve its overall goals.

**LEARNING OUTCOMES:**

- As a result of taking this course, the student should be able to:
1. Examine core HR practices with sensitivity to context.
  2. Demonstrate knowledge and understanding of the historical development of HRM and core HRM theoretical underpinnings.
  3. Examine significant contemporary issues in HRM including sustainable and green HRM and their contribution to the wider business environment.

**METHOD OF TEACHING AND LEARNING:**

- In congruence with the teaching and learning strategy of the college, the following tools are used:
- Class lectures, interactive learning, class discussions, video presentations, and practical problems solved in class.
  - Exercises and primary source documents, which are reviewed in class
  - Office hours: students are encouraged to make full use of the office hours of their instructor, where they can ask questions, see their exam paper, and/or go over lecture material.
  - Use of Blackboard, where instructors post lecture notes, online quizzes assignment instructions, required readings, timely announcements, as well as additional resources.

**ASSESSMENT:**

**Summative:**

**First assessment**

Written project (individual, 1,200-1,500 words; Personal Development Plan)

50%

	<table border="1" data-bbox="659 205 1450 275"> <tr> <td><b>Final assessment</b></td><td></td></tr> <tr> <td>Final examination (Essay-type questions)</td><td>50%</td></tr> </table> <p><b>Formative:</b></p> <table border="1" data-bbox="659 344 1450 413"> <tr> <td>Case studies, experiential exercises, in-class quizzes, discussion of scholar output</td><td><b>0</b></td></tr> </table> <p>The formative assessment aims to prepare students for the examination.  The written project tests Learning Outcome 1.  The final examination tests Learning Outcomes 2 and 3.</p> <p>Students are required to resit failed assessments in this module.</p>	<b>Final assessment</b>		Final examination (Essay-type questions)	50%	Case studies, experiential exercises, in-class quizzes, discussion of scholar output	<b>0</b>
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Final examination (Essay-type questions)	50%						
Case studies, experiential exercises, in-class quizzes, discussion of scholar output	<b>0</b>						
<p><b>INDICATIVE READING:</b></p>	<p><b>REQUIRED READING:</b></p> <p>Armstrong, A., &amp; Taylor, S. (2020). Armstrong's handbook of human resource management practice. 15th ed. London: Kogan Page.</p> <p><b>RECOMMENDED READING:</b></p> <p>Ahn, J. Y., &amp; Huang, S. (2020). Types of employee training, organizational identification, and turnover intention: Evidence from Korean employees. <i>Problems and Perspectives in Management</i>, 18, 517-526. doi:10.21511/ppm.18(4).2020.41</p> <p>Alnawfleh, S. H. (2020). Effect of training and development on employee performance in the Aqaba special economic zone authority. <i>Journal of Business &amp; Management</i>, 8, 20-34. doi:10.25255/jbm.2020.8.1.20.34</p> <p>Carbery, R., &amp; Cross, C. (2019). <i>Human resource management</i>. 2nd ed. London: Macmillan International.</p> <p>Harzing, A.W.K., &amp; Pinnington, H.A. (2019). <i>International human resource management</i>. 5th ed. Thousand Oaks: SAGE.</p> <p>Hassan, M. S., Mizanuzzaman, M., &amp; Islam, K. M. A. (2020). The effects of training to the employee performance and development: A study of Fareast Islami Life Insurance Company Limited, Bangladesh. <i>International Journal of Business and Management Future</i>, 4, 17-40. doi:10.46281/ijbmf.v4i2.785</p> <p>Hossain, F., Kumasey, A.S., Eldridge, D., Kravariti, F., &amp; Bawole, J.N. (2018). Paradox of public sector capacity building: Lessons from the MATT2 UK-Bangladesh cooperation. <i>Development Policy Review</i>, 36, 689-702. doi:10.1111/dpr.12267</p> <p>Kravariti, F., &amp; Johnston, K. (2020). <i>Talent management: A critical</i></p>						

	<p>literature review and research agenda for public sector human resource management. Public Management Review, 22, 75-95. doi:10.1080/14719037.2019.1638439</p> <p>Manuaba, I. A. P. U., &amp; Gede, S. D. (2021). Examining recruitment strategies and millennial employee selection. International Research Journal of Management, IT and Social Sciences, 8, 110-122. doi:10.21744/irjmis.v8n1.1140.</p> <p>Tasoulis, K., Krepapa, A., &amp; Stewart, M.M. (2019). Leadership integrity and the role of human resource management in Greece: Gatekeeper or bystander? Thunderbird International Business Review, 61(3), 491-503. doi:10.1002/tie.22010</p>
<b>COMMUNICATION REQUIREMENTS:</b>	Use of appropriate academic conventions as applicable in oral and written communications.
<b>SOFTWARE REQUIREMENTS:</b>	MS Office
<b>WWW RESOURCES:</b>	<a href="http://www.reuters.com">www.reuters.com</a> <a href="http://www.wsj.com">www.wsj.com</a> <a href="http://www.shrm.org">www.shrm.org</a> <a href="http://www.cipd.co.uk">www.cipd.co.uk</a> <a href="http://www.economist.com">www.economist.com</a> <a href="http://www.hbr.org">www.hbr.org</a> <a href="http://www.fortune.com">www.fortune.com</a>
<b>INDICATIVE CONTENT:</b>	<p>Theme I: Introduction to HRM</p> <ul style="list-style-type: none"> <li>• Conceptualizing HRM &amp; development of HRM</li> <li>• Role &amp; organization of the HR function</li> <li>• Impact of HRM on performance</li> <li>• Scope &amp; nature of HRM</li> <li>• Contemporary trends &amp; trajectories in HRM</li> <li>• HR methods: Hard vs. Soft HRM model</li> <li>• HR roles: The Business Partner model</li> <li>• HR strategies, policies &amp; practices</li> </ul> <p>Theme II: Key HRM Functions</p> <ul style="list-style-type: none"> <li>• HR planning</li> <li>• Recruitment &amp; selection</li> <li>• Performance management</li> <li>• Learning, training &amp; development</li> <li>• Talent management</li> <li>• Rewarding people</li> <li>• Health, safety &amp; well-being</li> </ul> <p>Theme III: The Role of HRM in Sustainability &amp; Development</p>

	<ul style="list-style-type: none"><li>• Corporate social responsibility</li><li>• Green HRM</li><li>• Sustainable employability for employees</li><li>• Ethics in HRM</li><li>• Coaching &amp; mentoring</li></ul>
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