DEREE COLLEGE SYLLABUS FOR: MG 4174 CONTEMPORARY TOPICS IN HUMAN RESOURCE MANAGEMENT	
(Updated Spring 2021)	**UK LEVEL: 6** **UK CREDITS: 15** **US CREDITS: 3/0/3**
PREREQUISITES:	MG 2003 Management Principles or MG 2014 Introduction to HRM
CATALOG DESCRIPTION:	Students examine a range of topics in human resource management, such as flexible working arrangements, new forms of work, digital HRM and employee wellness. They deepen their knowledge on a specific topic and develop a related group project based on primary and secondary research in a real organisation and offer actionable recommendations.
RATIONALE:	This course is designed to facilitate a greater understanding and evaluation of advanced human resource management concepts. The goal of this course is to expose students to the literature and research surrounding current events, special topics, and more advanced issues in human resource management (HRM) to enhance students' current knowledge base. This course will also provide students with the opportunity to become acquainted with 'real world' HRM challenges and HRM professionals. In addition, this course is geared toward reinforcing students' academic qualities and further developing their overall research attitude, through conducting a thorough literature review on a selected topic, but also collecting and analyzing primary and secondary data so as to develop a real project that examines and address an organisational problem or opportunity.
LEARNING OUTCOMES:	As a result of taking this course, the student should be able to: 1. Explain and evaluate contemporary topics in human resource management. 2. Integrate theory and research evidence on a knowledge area pertaining to a topic in HRM. 3. Integrate theory and primary/secondary data related to a 'real world organisation' to depict key HRM challenges, assess contemporary practice, and formulate recommendations and conclusions
METHOD OF TEACHING AND LEARNING:	In congruence with the learning and teaching strategy of the college, the following tools are used: ➢ The course is delivered through a mixture of lectures and interactive group discussions based on research journal and case studies. The major learning activity is a group research project conducted on a HRM topic approved by the instructor and in partnership with a company based in Greece tat briefs the students with a real HRM challenge and acts as an active stakeholder throughout the whole semester. ➢ 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 Term project (group, 4,500-5000 words; peer assessment and reflection)	**90%**	
	Final assessment Presentation (group)	**10%**	
	Formative:		
	Student presentations on selected topics, discussion of case studies and research articles	**0%**	

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The written project tests Learning Outcomes 1, 2 and 3.
The presentation tests Learning Outcomes 1,2 and 3.

Students are required to resit failed assessments in this module.

INDICATIVE READING:	**REQUIRED READING:** There is no required textbook for this course.

RECOMMENDED READING:

BOOKS

Boxall, P and Purcell. Strategy and Human Resource Management. New York, Palgrave (latest edition).

(2008) Boxall, P., Purcell, J., & Wright, P. (Eds.). The Oxford Handbook of Human Resource Management: Oxford University Press.

(2017). Collings, D., Mellahi, K., & Cascio, W. (Eds.), The Oxford Handbook of Talent Management: Oxford University Press.

Noe, R., Hollenbeck, J.R., Gerhart, B and Wright, P. Human Resource Management, McGraw-Hill, latest edition.

Paauwe, J., & Farndale, E. Strategy, HRM and Performance. Latest ed. Oxford University Press.

ARTICLES

Anderson, H. J., Baur, J. E., Griffith, J. A., & Buckley, M. R. (2017). What works for you may not work for (Gen) Me: Limitations of present leadership theories for the new generation. The Leadership Quarterly, 28(1), 245– 260.

Ashford, S. J., Caza, B. B., & Reid, E. M. (2018). From surviving to thriving in the gig economy: A research agenda for individuals in the new world of work. Research in Organizational Behaviour, 38, 23– 41.

Barley, S. R., Bechky, B. A., & Milliken, F. J. (2017). The changing nature of work: Careers, identities, and work lives in the 21st century. Academy of Management Discoveries, 3, 111– 115.

Cappelli, P., & Keller, J. R. (2013). Classifying work in the new economy. Academy of Management Review, 38, 575– 596.

Connelly, C. E., Fieseler, C., Černe, M., Giessner, S. R., & Wong, S. I.

	(2021). Working in the digitized economy: HRM theory & practice. Human Resource Management Review, 31(1), N.PAG. https://doi-org.acg.idm.oclc.org/10.1016/j.hrmr.2020.100762

de Stefano, V. (2016). The rise of the 'just-in-time' workforce: On-demand work, crowdwork and labour protection in the gig economy. International Labour Office: Conditions of Work and Employment Series, 71. Available from http://heinonline.org/HOL/P?h=hein.journals/cllpj37&i=507

Donnelly, R., & Johns, J. (2021). Recontextualising remote working and its HRM in the digital economy: An integrated framework for theory and practice. International Journal of Human Resource Management, 32(1), 84–105. https://doi-org.acg.idm.oclc.org/10.1080/09585192.2020.1737834

Duggan, J, Sherman, U, Carbery, R, McDonnell, A. (2019) Algorithmic management and app-work in the gig economy: A research agenda for employment relations and HRM. Hum Resour Manag J. 1– 19.

Eurofound (2018). Automation, digitalisation and platforms: Implications for work and employment. Luxembourg: Publications Office of the European Union. Available from https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef18002en.pdf

Friedman, G. (2014). Workers without employers: Shadow corporations and the rise of the gig economy. Review of Keynesian Economics, 2, 171– 188.

Gramano, E. (2019). Digitalisation and work: Challenges from the platform economy. Contemporary Social Science, https://doi.org/10.1080/21582041.2019.1572919

Harvey, G., Rhodes, C., Vachhani, S. J., & Williams, K. (2017). Neo-Villeiny and the service sector: The case of hyper flexible and precarious work in fitness centres. Work, Employment and Society, 31, 19– 35.

Meijerink, J., & Keegan, A. (2019). Conceptualizing human resource management in the gig economy: Toward a platform ecosystem perspective. Journal of Managerial Psychology, 34(4), 214– 232.

Rudolph, C. W., Rauvola, R. S., & Zacher, H. (2018). Leadership and generations at work: A critical review. The Leadership Quarterly, 29, 44– 57.

Yasir, M., & Majid, A. (2020). High-involvement HRM practices and innovative work behavior among production-line workers: mediating role of employee's functional flexibility. Employee Relations, 42(4), 883–902. https://doi-org.acg.idm.oclc.org/10.1108/ER-02-2018-0061 |
COMMUNICATION REQUIREMENTS:	Use of appropriate academic conventions as applicable in oral and written communications.
SOFTWARE REQUIREMENTS:	MS Office
WWW RESOURCES:	www.shrm.org www.cipd.co.uk www.ilo.org

INDICATIVE CONTENT:	1. HRM and flexibility; HR architecture 2. HRM and the gig economy 3. Multiple generations in the workplace 4. Flexible working arrangements; Managing virtual teams 5. Digital HRM; HR transformation 6. Employee wellness; work-life balance 7. Health and safety; Mental health at the workplace 8. HRM in non-governmental organisations 9. HRM in the public sector 10. Managing the psychological contract