

Vesalius College

Course description

Course title: Human Resource Management

Course code: MGT 212/ BUS 211E

Teacher responsible:

The teacher will convey relevant issues in Human Resource Management, from strategies, planning, recruiting, hiring, organizational culture, and other HR managerial functions. The teacher will convey the materials through lecture, readings, in class discussions, and written evaluation.

Course description:

The course will evaluate the subsystem of the staff planning, recruitment and selection, training and development, position control, audit and evaluation, and salary and benefit administration that constitute the personnel-human resource function of all organizations with an emphasis on the role of these activities as services and support-control systems

Course objectives:

The purpose of this course is twofold:

- 1.) To investigate and gain insight in the critical impact that human resources management has on the firm's strategic and operational performance.
- 2.) To develop skills in the management of human resources.

Different paradigms of human resources management will be examined at both operational and strategic levels in terms of how they affect and are affected by the firm's strategy and performance.

In order to gain a deeper understanding of the functions and activities of the human resource department in large organizations, the key functions of human resources management will be examined in details.

Students are expected to significantly develop their skills in management of human resources by means of analysis of cases, discussion, and their independent projects.

Grade weighting scheme:

Midterm Exam	20%
Writing Assignments	10%
Case Analysis	10%
Term Paper	15%
Presentation	5%
Final Exam	30%
Class Participation and Attendance	10%

Used course material (handbooks, readers, readings, newspapers, magazines) and references:

Textbook:

Mathis, R.L. & Jackson, J.H. Human Resource Management, 11th edition, St. Paul, South Western College, Published 2004.

Casebook:

Casebook, that holds all cases, which will be covered in the course, will be distributed in class.