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Course title	Human Resource Management			
Course code	HRMG206			
Course type	Theoretical, Compulsory Course			
Level	Undergraduate			
Year / Semester	Year 2 Semester 4			
Teacher's name	Kalatha Andria			
ECTS	6	Lectures / week	3	Laboratories / week
Course purpose and objectives	This course aims to provide an introduction to the key elements of human resource management. This includes everything from recruitment and selection techniques (which initiate the relationship between firm and employee), to the formal and informal institutions that determine how employees are managed, and all the way to policies on separation (which determine whether, and in what circumstances, employees are to be let go).			
Learning outcomes	<p>After the completion of the course students are expected to:</p> <ul style="list-style-type: none"> • Be able to describe the relationship between HRM and organisational performance • Be able to critically evaluate the empirical evidence • Be able to critically evaluate alternative perspectives on HR practices • Analyse the relationship between HR practices and their outcomes for the individual and organisation • Be able to evaluate the effectiveness of different HR practices • Comment upon the limitations of the theories covered. 			
Prerequisites	MGMT112 Introduction to Business & Management BUSS107 Organisational Theory & Practice	Required	None	
Course content	<ul style="list-style-type: none"> • Capabilities: Recruitment and selection, Learning and development • Motivation: Individual performance, The psychological contract, Reward systems, Performance management, Job design • Employment relations: Employee involvement, Participation, Organizational justice, Diversity • Work organization: Labour markets, High performance work systems The state of HRM in contemporary organizations 			
Teaching methodology	<p>The course content will be taught using:</p> <ul style="list-style-type: none"> • Power Point presentations • Guided discussions with the active participation of students 			

	<ul style="list-style-type: none"> • Examples and case studies that relate to the content of the course • Question and answer section • Use of internet and related IT infrastructure • Use of video projector and whiteboard • Assignment
<p>Bibliography</p>	<p>Greek Bibliography</p> <ul style="list-style-type: none"> • Βακόλα,Μαρία, Νικολάου,Ιωάννης(2019),Οργανωσιακή Ψυχολογία & Συμπεριφορά. Rosili, ISBN: 978-618-5131-59-3 • Παπαλεξανδρή, Νάνσυ, Μπουράντας, Δημήτρης (2016),Διοίκηση ανθρώπινου δυναμικού. Εκδόσεις Ε. Μπένου, ISBN: 9789603591245 • Dessler, Gary(2015), Διοίκηση ανθρώπινου δυναμικού : Βασικές έννοιες και σύγχρονες τάσεις, Εκδόσεις Κριτική, ISBN: 9789605860769 • Κατσανέβας, Θεόδωρος, Τσιαπαρίκου, Ιωάννα(2013),Εφαρμοσμένη διοίκηση ανθρώπινου δυναμικού. Πατάκης, ISBN: 9789601649658 • Byman,W.C,Smith,A.B.,PaeseM.J.(2006), Δημιουργήστε τα δικά σας ηγετικά στελέχη. Γκιούρδας ISBN 960-512-464-5 <p>English Bibliography</p> <ul style="list-style-type: none"> • <u>Ronald R. Sims</u>(2019),Human Resources Management Issues, Challenges and Trends: “Now and Around the Corner”. Charlotte, NC: Information Age Publishing, ISBN 9781641135351 EBSCOhost • Tanya B. Miguel R.(2014), Human Resource Management, Social Innovation and Technology. Bingley: Emerald Group Publishing Limited, ISBN 9781784411305 EBSCOhost • Dessler,Gary.(2020), Human Resource Management. Pearson, ISBN: 978-1-292-30912-5 • Noe,Raymond, Hollenbeck,John(2019), Human Resource Management : Gaining a Competitive Advantage. Mc Graw Hill Education, ISBN: 978-1-260-09855-6 • Noe,Raymond(2018), Fundamentals of Human Resource Management. Mc Graw Hill Education,ISBN: 978-1-259-92185-8 • Newstrom,John.(2015), Organizational Behavior : Human Behavior at Work. Mc Graw Hill Education, ISBN: 978-0-07-811282-9.
<p>Assessment</p>	<ul style="list-style-type: none"> • Attendance and Class Participation: 10% • Assignment: 20% • Intermediate Written Examination: 30% • Final Written Examination: 40%
<p>Language</p>	<p>English or Greek</p>