

Program of “Fundamentals of Human Resource Management”

- **Type of course: Supplementary Course for Foreign Students**
- **Semester: 1st semester – November 2014**
- **Duration: 12 hours**
- **Language: English**

Instructor: Prof. Alessia Sammarra

1	Course objectives	<p>As the economy becomes more oriented toward knowledge-based work, organizations increasingly recognize that people are a major source of competitive advantage. Consequently, decisions made in organizations about who to hire, what training to give them, how to manage their professional development and career, how to reward them have taken on a strategic role. In addition, these decisions are not just made by the HR department. Managers are becoming increasingly involved in selecting, training and evaluating their staff members and are responsible for compensation decisions. Also individual employees are expected to take an active role in managing their own career and development. Therefore, it is in the best interests of any student, as future employee and future manager, to understand the basic principles and tools regarding Human Resource Management (HRM). This course is designed to introduce students to the fundamentals of HRM, including the business case for HRM. The course is divided into four units.</p>
2	Course content and Learning outcomes (Dublin descriptors)	<p>Topics of the module include:</p> <p>Part I – Strategy, organization and human resource management: strategic role of HRM, organizational behavior</p> <p>Part II – Human resource management tools and practices: job analysis, HR planning, recruiting and selection, job and people evaluation, development and career management; training and knowledge management, compensation;</p> <p>Part III – New challenges: HR and diversity management, international HR management, people management competencies.</p> <p>On successful completion of this module, the student should</p> <ul style="list-style-type: none"> – Understand human resource management from a systemic, strategic perspective – Describe the field of human resource management and understand its relevance to managers and employees in work organizations – Learn about basic human resource management tools and management practices regarding selection, performance appraisal, training and development, reward and compensation – Analyze business challenges involving human resource systems – Critically assess and evaluate human resource policies and practices
3	Prerequisites and learning activities	
4	Teaching methods and language	<p>This course takes an active learning approach and is based on the analysis of real-world cases of companies and organizations.</p> <p>Ref. Text books in English Noe R., Hollenbeck J., Gerhart B., Wright P., Fundamentals of Human Resource Management, McGraw-Hill, 2009. Case studies provided by the instructor.</p>
5	Assessment methods and criteria	Written exam