

## COURSE OUTLINE

### (1) GENERAL

<b>SCHOOL</b>	Economic , social and political studies		
<b>ACADEMIC UNIT</b>	Department of economics		
<b>LEVEL OF STUDIES</b>	undergraduate		
<b>COURSE CODE</b>	<b>NK54B</b>	<b>SEMESTER</b>	<b>fifth</b>
<b>COURSE TITLE</b>	Human Resources Management		
<b>INDEPENDENT TEACHING ACTIVITIES</b>		<b>WEEKLY TEACHING HOURS</b>	<b>CREDITS</b>
		6	6
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
<b>COURSE TYPE</b>	Special background-specialised knowledge		
<b>PREREQUISITE COURSES:</b>	Introductory macroeconomics, introductory microeconomics		
<b>LANGUAGE OF INSTRUCTION and EXAMINATIONS:</b>	Greek		
<b>IS THE COURSE OFFERED TO ERASMUS STUDENTS</b>	Yes ( in English)		
<b>COURSE WEBSITE (URL)</b>	<a href="http://www.econ.duth.gr/undergraduate/lessons/e2.shtml">http://www.econ.duth.gr/undergraduate/lessons/e2.shtml</a>		

### (2) LEARNING OUTCOMES

## **COURSE CONTENT**

This course examines the role of the human resource professional as a strategic partner in managing today's organizations. Key functions such as recruitment, selection, development, appraisal, retention, compensation, and labor relations are examined. Implications of legal and global environments are appraised and current issues such as diversity training, sexual harassment policies, and rising benefit costs are analyzed. Best practices of employers of choice are considered.

## **METHODS**

The following methods will be outlined and used in the course:

1. Lectures
2. Essay writing
3. Essay presentation

## **OBJECTIVES**

1. To become familiar with issues that arise from the interaction of firms and employees
2. To provide an introduction to several conceptual approaches to Human Resource Management

## **LEARNING OUTCOMES**

Upon successful completion of this course, students will be able to:

- Demonstrate an understanding of basic HRM theories
- Apply their understanding of theoretical models to analyze trends in data pertaining to topics in HRM.
- Apply their understanding of theoretical models to case studies presented in the course.
- Construct, defend, and analyze important HRM issues.

## **TEACHING ARRANGEMENTS**

The course will be taught in thirteen four hour lectures in weeks 1-13, followed by thirteen two hour seminars. .

1. decision making in modern organizations concerning Human Resources
2. knowledge of methodological tools in HRM
3. critical analysis

### SYLLABUS

- Introduction to Human Resources Management
- Managing Equal Opportunity and Diversity Personnel Planning, Recruiting, and Talent Management
- Testing and Selecting Employees Techniques
- Training and Developing Employees
- Appraising and Compensating Employees
- Performance Management, Appraisals, and Careers Techniques
- Compensating Employees
- Managing Employee Ethics, Engagement, Retention, and Fair Treatment
- Managing Labor Relations and Collective Bargaining Concepts
- Protecting Safety and Health
- Practical HR Tools, Guidelines, and Systems for Managers

### (3) TEACHING and LEARNING METHODS - EVALUATION

<b>DELIVERY</b> <i>Face-to-face, Distance learning, etc.</i>	Lectures	
<b>USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY</b>	e-class platform	
<b>TEACHING METHODS</b> <i>The manner and methods of teaching are described in detail. Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.  The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	<i>Activity</i>	<i>Semester workload</i>
	lectures	52
	Seminars-case studies	26
	Student assignments	26
	Student study	46
	<b>Course total</b>	<b>150</b>

<p><b>STUDENT PERFORMANCE EVALUATION</b></p> <p><i>Description of the evaluation procedure</i></p> <p><i>methods of evaluation, summative or conclusive, multiple choice questionnaires, problem solving, written work, essay/report, oral examination,</i></p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>	<p>1. Written examination (in Greek)</p> <p>2. Essays</p> <p>3. Presentation of essays</p> <p>They are analysed during the first lecture</p>
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#### (4) BIBLIOGRAPHY

<ul style="list-style-type: none"> <li>• Μπουραντάς Δ. (2005) <i>Ηγεσία- ο δρόμος της διαρκούς επιτυχίας</i>. Εκδόσεις Κριτική.</li> <li>• Παπαλεξανδρή Ν. και Μπουραντάς, Δ. (2002). <i>Διοίκηση Ανθρώπινων Πόρων</i>. Εκδόσεις Μπένου, Αθήνα.</li> <li>• Bach, S. (2005) <i>Managing human resources</i>, Oxford: Blackwell</li> <li>• Baron, J.N and D.M. Kreps (1999) <i>Strategic human resources: frameworks for general managers</i>, John Wiley &amp; Sons, Inc.</li> <li>• Boxall, P. and J. Purcell (2011) <i>Strategy and human resource management</i>, Basingstoke: Palgrave.</li> <li>• Bratton, J. and Gold, J., (2003). <i>Human Resource Management, Theory and Practice</i>. Palgrave, UK.</li> <li>• Claydon, T. and J. Beardwell (2007) <i>Human resource management: a</i></li> </ul>
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- Dessler G. (2006) A Framework for Human Resource Management, Fourth edition, Pearson-Prentice Hall, Upper Saddle River.
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