

COURSE OUTLINE

1. GENERAL

SCHOOL	Economic , social and political studies	
DEPARTMENT	Economics	
LEVEL OF STUDIES	Level 6	
COURSE CODE	NK 507	SEMESTER
COURSE TITLE	Human Resource Management	
TEACHING ACTIVITIES <i>If the ECTS Credits are distributed in distinct parts of the course e.g. lectures, labs etc. If the ECTS Credits are awarded to the whole course, then please indicate the teaching hours per week and the corresponding ECTS Credits.</i>		TEACHING HOURS PER WEEK
		4
<i>Please, add lines if necessary. Teaching methods and organization of the course are described in section 4.</i>		ECTS CREDITS
		6
COURSE TYPE <i>Background, General Knowledge, Scientific Area, Skill Development</i>	General Knowledge, Sciantific Area	
PREREQUISITES:	No	
TEACHING & EXAMINATION LANGUAGE:	Greek	
COURSE OFFERED TO ERASMUS STUDENTS:	Yes	
COURSE URL:	https://econ.duth.gr/en/courses/human-resources-management/	

2. LEARNING OUTCOMES

Learning Outcomes

Please describe the learning outcomes of the course: Knowledge, skills and abilities acquired after the successful completion of the course.

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.

General Skills

Name the desirable general skills upon successful completion of the module

Search, analysis and synthesis of data and Project design and management

<i>information,</i>	<i>Equity and Inclusion</i>
<i>ICT Use</i>	<i>Respect for the natural environment</i>
<i>Adaptation to new situations</i>	<i>Sustainability</i>
<i>Decision making</i>	<i>Demonstration of social, professional and moral responsibility and sensitivity to gender issues</i>
<i>Autonomous work</i>	<i>Critical thinking</i>
<i>Teamwork</i>	<i>Promoting free, creative and inductive reasoning</i>
<i>Working in an international environment</i>	
<i>Working in an interdisciplinary environment</i>	
<i>Production of new research ideas</i>	
<i>Personal work, team work, decision-making</i>	

3. 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.

- 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

4. LEARNING & TEACHING METHODS - EVALUATION

TEACHING METHOD <i>Face to face, Distance learning, etc.</i>	Face to face																		
USE OF INFORMATION & COMMUNICATIONS TECHNOLOGY (ICT) <i>Use of ICT in Teaching, in Laboratory Education, in Communication with students</i>	Power point presentations, uploading pertinent material on e-class platform, searching literature and relevant data via electronic databases and archives.																		
TEACHING ORGANIZATION <i>The ways and methods of teaching are described in detail.</i> <i>Lectures, Seminars, Laboratory Exercise, Field Exercise, Bibliographic research & analysis, Tutoring, Internship (Placement),</i>	<table border="1"> <thead> <tr> <th>Activity</th> <th>Workload/semester</th> </tr> </thead> <tbody> <tr> <td>Lectures</td> <td>39</td> </tr> <tr> <td>HR workshop</td> <td>10</td> </tr> <tr> <td>Case studies</td> <td>20</td> </tr> <tr> <td></td> <td></td> </tr> </tbody> </table>	Activity	Workload/semester	Lectures	39	HR workshop	10	Case studies	20										
Activity	Workload/semester																		
Lectures	39																		
HR workshop	10																		
Case studies	20																		

<p><i>Clinical Exercise, Art Workshop, Interactive learning, Study visits, Study / creation, project, creation, project. Etc.</i></p> <p><i>The supervised and unsupervised workload per activity is indicated here, so that total workload per semester complies to ECTS standards.</i></p>	<p>Course Total</p>	<p>69</p>
<p>STUDENT EVALUATION</p> <p><i>Description of the evaluation process</i></p> <p><i>Assessment Language, Assessment Methods, Formative or Concluding, Multiple Choice Test, Short Answer Questions, Essay Development Questions, Problem Solving, Written Assignment, Essay / Report, Oral Exam, Presentation in audience, Laboratory Report, Clinical examination of a patient, Artistic interpretation, Other/Others</i></p> <p><i>Please indicate all relevant information about the course assessment and how students are informed</i></p>	<p>Written examination, Essays Presentation of essays</p>	

5. SUGGESTED BIBLIOGRAPHY

- Μπουραντάς Δ. (2005) Ηγεσία- ο δρόμος της διαρκούς επιτυχίας. Εκδόσεις Κριτική.
- Παπαλεξανδρή Ν. και Μπουραντάς, Δ. (2002). Διοίκηση Ανθρώπινων Πόρων. Εκδόσεις Μπένου, Αθήνα.
- Bach, S. (2005) Managing human resources, Oxford: Blackwell
- Baron, J.N and D.M. Kreps (1999) Strategic human resources: frameworks for general managers, John Wiley & Sons, Inc.
- Boxall, P. and J. Purcell (2011) Strategy and human resource management, Basingstoke: Palgrave.
- Bratton, J. and Gold, J., (2003). Human Resource Management, Theory and Practice. Palgrave, UK.
- Claydon, T. and J. Beardwell (2007) Human resource management: a contemporary approach, Harlow: Prentice Hall.
- Dessler G. (2006) A Framework for Human Resource Management, Fourth edition, Pearson-Prentice Hall, Upper Saddle River.
- Folger, R. and R. Cropanzano (1998) Organizational justice and human resource management, Thousand Oaks, CA: Sage
- Gold, J., Holden, R. Iles, P. Stewart, J. and Beardwell, J. (2010) Human resource development: theory and practice, Basingstoke: Palgrave Macmillan.
- Gomez-Mejía, L., Balkin, D., Cardy, R (2012) Managing Human Resources. Phoenix. Pearson inc.

- Kramar, R. and Syed J. (2012) Human resource management in a global context, Basingstoke: Palgrave.
- Lucas, R., B. Lupton and H. Mathieson (2006) Human resource management in an international context, London: CIPD.
- Michael, A. (2006): A Handbook of Personnel Management Practice. London, Kogan Page Ltd
- Mondy W. and Noe R.M. (2006), Human Resource Management, , Pearson-Prentice Hall, Belderbos.
- Price, A. (2011): Human Resource Management. North Way. Cengage learning EMEA.
- Raymond, N., Hollenbeck, J (2011): Fundamentals of Human Resource Management. New York. The McGraw-Hill.
- Stewart, G. and Brown, K (2011): Human Resource Management: Linking Strategy to Practice. Indianapolis. John Wiley and sons Inc.
- Storey, J. (2007) Human resource management: a critical text, London: Thomson Learning.
- Torrington, D., L. Hall, S. Taylor and C. Atkinson.(2011) Human resource management, Harlow: Financial Times.