

## **COURSE SPECIFICATION DOCUMENT**

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| <b>Academic School/Department:</b> | Business and Economics                               |
| <b>Programme:</b>                  | BA Business Administration Combined Studies          |
| <b>FHEQ Level:</b>                 | 5  |
| <b>Course Title:</b>               | Human Resource Management                            |
| <b>Course Code:</b>                | MGT 5810   |
| <b>Course Leader:</b>              | Monica Giovannini                                    |
| <b>Student Engagement Hours:</b>   | 120  |
| Lectures:                          | 30   |
| Seminar / Tutorials:               | 15   |
| Independent / Guided Learning:     | 75   |
| <b>Semester:</b>                   | Fall/Spring/Summer                                   |
| <b>Credits:</b>                    | 12 UK CATS credits<br>6 ECTS credits<br>3 US credits |

### **Course Description**

ITALIAN STUDY CENTRES ONLY. This course combines elements of different disciplines ranging from industrial relations, social psychology, personnel management, motivation, recruitment and selection, leadership, communication, manpower planning, aspects of training and development and related processes. It is appropriate for students seeking to follow a career in Human Resource Management or in other areas of functional management. Note: This course is cross-referenced against MGT 5410 (offered on the Richmond campus).

### **Prerequisites:**

MGT 5400

### **Aims and Objectives:**

The objective of the course is to provide the student with a basic understanding of the role and function of Human Resource Management within the organization and the contribution it makes to effective performance both at the micro and macro level. The focus will be placed on understanding practical HR functions and their relevance for HR strategy for

effective corporate performance through ensuring the effective performance of people within the organization.

Successful completion of the course will provide the student with the ability to perform a basic HR Planning, job analysis, design a recruitment procedure and understand the contribution of training and development for effective individual performance. The importance of understanding Employment Law will be emphasized throughout the course. Developing HR strategy and skilled personnel for organizations to be able to meet the challenges of a global economic environment will form a key element of the course.

### **Programme Outcomes:**

A1, A3, A4, A5

B1, B2, B3, B4

C1, C2

D1, D4, D5

A detailed list of the programme outcomes are found in the Programme Specification. This is located at the Departmental/Schools page of the portal.

### **Learning Outcomes**

Upon completion of this course, a successful student should be able to

#### **Knowledge and Understanding:**

- Critically analyse and evaluate HRM concepts
- Understand the context within which Human Resource Management is practiced
- Recognize the importance of taking a Strategic Human Resource management approach to the management of people within organizations

#### **Cognitive Skills:**

- Critically evaluate contemporary HRM theories and emerging trends
- Critically evaluate legislation and its impact on HRM policy
- Critically analyse the significance of the HRM function and its influence on organisational performance.

#### **Practical and/or Professional Skills:**

- Be able to evaluate the variables which impact on HRM effectiveness i.e. legal, cultural and environmental
- Be able to apply HRM theories to practice
- Understand how HRM factors influence performance

**Key Skills:**

- Be able to evaluate statements in terms of evidence
- Be able to communicate effectively both verbally and in writing in relation to the topic

**Indicative contents:**

- Understand the ideas behind HRM practice and decision making
- To be able to define and explain HRM processes and how they impede or facilitate the effective performance of the organization.
- Define and explain the various HR functions and how each contributes to the effective management and development of organizational performance.

**Assessment:**

This course conforms to the Richmond University Standard Assessment Norms approved at Academic Council on June 28, 2012.

**Teaching Methodology:**

The sessions will combine some theoretical explanation followed by application of concepts in class exercises and case studies in groups in order to develop team working skills. Students will be expected to fully prepare and contribute to class discussions. Students are expected to participate and actively contribute to class debates.

**Bibliography:**

***Indicative text***

McKenna, E and Beech, N (2008), *Human Resource Management: A concise analysis*. 2nd edition, London: Pearson Education.

Students are also expected to read other texts on leadership available in the Library. Avoid relying on web sources as most of these lack academic rigour.

***Recommended Reading***

Dressler, G (2000), *Human Resource Management* (8th edition), London: Prentice Hall International.

Leopold, J & Harris, L (2009), *The Strategic Management of Human Resource* (2nd edition), London: Pearson Education.

Mabey, C & Salaman, G (1995), *Strategic Human Resource Management*, Oxford: Blackwell.

Marchington, M & Wilkinson, A (1997), *Core Personnel & Development.*, London: IPD.

Mullins, L. (2002), *Management and Organizational Behaviour* (6th Edition), London: Pearson Education.

