COURSE OUTLINE [HUMAN RESOURCE MANAGEMENT]

1. GENERAL

SCHOOL	Business Administration		
ACADEMIC UNIT	Business Administration		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	DEO106-1	**SEMESTER**	B
COURSE TITLE	HUMAN RESOURCE MANAGEMENT		

INDEPENDENT TEACHING ACTIVITIES	WEEKLY TEACHING HOURS	CREDITS
Lectures, Essay, Presentation	**3**	**6**

COURSE TYPE	CORE COURSE, SPECIALIZATION
PREREQUISITE COURSES:	NO
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK AND ENGLISH
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO
COURSE WEBSITE (URL)	https://openeclass.uom.gr/courses/UNI113/

2. LEARNING OUTCOME

LEARNING OUTCOME
The main aim of the course is to provide essential insights into contemporary Human Resource Management (HRM) methods and techniques for all graduate students to be able to analyze and manage personnel issues in organizations. More specifically, completing this course, students are expected to enhance :   • Specialized knowledge in HRM based on Management studies and more specifically in HRM that will support students' professional potential and future career paths   • Knowledge in HRM and other related fields, such as Industrial Psychology and Sociology, in order to be able to follow and apply all the new HRM practices in their professional life.

GENERAL COMPETENCIES
• Developing research techniques and analysis of data using new technologies   • Acknowledging problems that require a solution   • Developing autonomy at work   • Developing team working   • Working in international environment   • Ability of critique and self-critique   • Developing new research ideas and issues   • Developing inductive reasoning

3. SYLLABUS

1. Introduction to Human Resource Management (HRM)
2. Strategic HRM in Healthcare organizations _High Performance Work Systems_ Case Study
3. Job Design , Job Analysis, and Job Crafting techniques
4. Personnel Planning and Recruitment
5. Personnel Selection Techniques, Case studies, Oviview and Goldman Sachs
6. Talent Management, Retaining and Developing Personnel
7. Personnel Training
8. Performance Management Systems
9. Performance Management Systems: Deloitte vs. Facebook
10. Reward Systems
11. Leadership in Managing Teams
12. Modeling organizational commitment , teamworking, leadership, job satisfaction, work burnout in HRM models

4. TEACHING METHODS - EVALUATION

DELIVERY	• Lectures in class • Interactive teaching based on Case Studies analysis • Analysis of HRM statistical models based on modern bibliography • Students' presentations in class
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY	• Use of PowerPoint in presenting homework in class • Use of Openeclass platform for communication and uploading course material, homeworks and papers • Use of Statistics software • Use of the Web for research and homework presentation

TEACHING METHODS	Activity	Semester workload
	LECTURES and FINAL EXAM	36+3=39
	STUDENTS' STUDY/ 3 hours study per one hour teaching	36*3= 108
	STUDENT PAPERS AND PRESENTATION	20
	TOTAL	*167*

STUDENT EVALUATION	• Final exam with questions covering all the course topics receiving 60% of total evaluation • 2 Paper-Presentation : 20% • In class student presentation: 10% • Student participation in class: 10%

5. BIBLIOGRAPHY

-RECOMMENDED:
Dessler G. (2013) Human Resource Management, 12th ed., New Jersey: Pearson, Prentice Hall
Snell S and Morris, S (2019), Managing Human Resources, 18th Ed., Boston: Cengage Learning.
Katou, A. (2017), Human Resource Management**,** Thessaloniki: Zygos Publishing

-SCIENTIFIC JOURNALS :
Harvard Business Review, Human Resource Management, Leadership Quarterly, Personnel Review, International Journal of Human Resource Management, European Management Journal, Journal of Management Studies European Management Review, International Journal of Manpower.