

COURSE OUTLINE [SYSTEMS OF INCENTIVES, REWARDS, AND CAREER MANAGEMENT]

1. GENERAL

SCHOOL	Business Administration		
ACADEMIC UNIT	Business Administration		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	DEO314	SEMESTER	B
COURSE TITLE	SYSTEMS OF INCENTIVES, REWARDS, AND CAREER MANAGEMENT		
INDEPENDENT TEACHING ACTIVITIES	WEEKLY TEACHING HOURS	CREDITS	
Lectures, Essay, Presentation	3	6	
COURSE TYPE	SPECIALIZATION COURSE		
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/UNI220/		

2. LEARNING OUTCOME

LEARNING OUTCOME
<p>The main aim of the course is to provide knowledge and skills in applying main HRM practices and. More specifically, completing this course, students are expected to enhance :</p> <ul style="list-style-type: none"> • Specialized knowledge and applications on employee incentives schemes based on interactive teaching of our students with an HR expert working in a well established HR department. • Specialized knowledge and applications on employee reward schemes based on interactive teaching of our students with an HR expert working in a well established HR department • Specialized knowledge and applications on career management based on interactive teaching of our students with an HR expert working in a well established HR department
(1) GENERAL COMPETENCIES
<ul style="list-style-type: none"> • 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
DEVELOPING STUDENTS' SKILLS
<ul style="list-style-type: none"> • Developing students' skills in assessing HRM published research in HRM literature with emphasis on employee incentives, rewards and career management • Developing students' communication skills and more particularly their presentation skills • Developing students' ability to apply HRM practices in their own workplaces

3. SYLLABUS

1. Employee Motivation
2. Modern Systems of Employee Motivation, Vegafactor Case Study
3. Modern Employee Selection techniques , ICAP HR expert
4. Competency-based Interview, Workshop , Kleemann HR expert
5. Talent Management: Selecting, Developing and Retaining talented employees
6. Talent Management : The Netflix Case Study
7. Performance Management Techniques, Human Value HR expert
8. Applying Performance Management in SMEs in Greece, HR expert
9. Applying Reward Systems, HR expert
10. Modern Reward Systems: Walmart vs. Costco
11. Career Management and Coaching
12. Career Management and Mentoring

4. TEACHING METHODS - EVALUATION

DELIVERY	<ul style="list-style-type: none"> • Lectures in class • Interactive teaching based on Case Studies analysis • Visiting HR Managers for presenting HRM applications • Analysis of HRM statistical models based on modern bibliography • Students' presentations in class 										
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY	<ul style="list-style-type: none"> • Use of university's educational platform https://openeclass.uom.gr/ • 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	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><i>Activity</i></th> <th style="text-align: center;"><i>Semester workload</i></th> </tr> </thead> <tbody> <tr> <td>LECTURES and FINAL EXAM</td> <td style="text-align: center;">36+3=39</td> </tr> <tr> <td>STUDENTS' STUDY/ 3 hours study per one hour teaching</td> <td style="text-align: center;">36*3= 108</td> </tr> <tr> <td>STUDENT PAPERS AND PRESENTATION</td> <td style="text-align: center;">20</td> </tr> <tr> <td style="text-align: center;">TOTAL</td> <td style="text-align: center;">167</td> </tr> </tbody> </table>	<i>Activity</i>	<i>Semester workload</i>	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
<i>Activity</i>	<i>Semester workload</i>										
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	<ul style="list-style-type: none"> • 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:

Milkovich, G. and Newman J. (2008) Compensation, 9th ed., New York, McGraw-Hill

Harvard Business Review Cases

HR experts' presentations

-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...