

COURSE OUTLINE

(1) GENERAL

SCHOOL	School of Business Administration		
ACADEMIC UNIT	Department of Business Administration		
LEVEL OF STUDIES	Post Graduate		
COURSE CODE	HRM104	SEMESTER	
COURSE TITLE	Research methods in human resource management		
INDEPENDENT TEACHING ACTIVITIES	WEEKLY TEACHING HOURS	CREDITS	
<i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>	3	7,5	
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	general background		
PREREQUISITE COURSES:	No		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek and English terminology and bibliography		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	No		
COURSE WEBSITE (URL)	https://openeclass.uom.gr/		

(2) LEARNING OUTCOMES

<p>Learning outcomes</p> <p><i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i></p> <p><i>Consult Appendix A</i></p> <ul style="list-style-type: none"> • <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> • <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> • <i>Guidelines for writing Learning Outcomes</i>
<p>In the context of the 1st part of the course, students should be able to:</p> <ul style="list-style-type: none"> • understand the basic principles of multicriteria mathematical modeling • learn to use several specialized software packages • practice using MS Excel • model real problems • plan the decision-making process • coordinate a team to make group decisions. <p>With the 2nd part of the course, the systematic approach to a special system of rules is sought, based on which the procedures of planning, conducting and completing - recording the results of scientific research (mainly empirical), related to the acquisition of new knowledge or aimed at practical restructuring and improvement of methods in the administration of human resources. In order to achieve this approach and especially in the conduct-completion and recording of safe research results, through the section Quantitative analysis of Research Methodology (Basic applied statistics),</p>

emphasis is placed on: assimilating knowledge, related to the recording and quantification of data, on the selection appropriate sample, their basic statistical processing, as well as the extraction and interpretation of results for the population. SPSS software is intensively used for data analysis.

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>
<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>
<i>Decision-making</i>	<i>Respect for the natural environment</i>
<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>
<i>Team work</i>	<i>Criticism and self-criticism</i>
<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>
<i>Working in an interdisciplinary environment</i>	<i>.....</i>
<i>Production of new research ideas</i>	<i>Others...</i>
	<i>.....</i>

Promotion of students' free, creative and critical thinking through discussions, exercises and assignments within the course

(3) SYLLABUS

In the 1st part of the course:

1. Introduction to multi-criteria decision analysis
2. The TOPSIS method (Technique for Order Preference by Similarity to Ideal Solution)
3. Outranking methods: the PROMETHEE method (Preference Ranking Organization METHOD for Enriched Evaluation)
4. The AHP (Analytic Hierarchy Process) method
5. Finding criteria weights with the Simos and Revised Simos methods
6. Practical exercises in the above methods

In the 2nd part of the course:

7. Summary presentation of Descriptive Statistics with an emphasis on the basic measures of central tendency and dispersion - Applications with SPSS
8. The research hypotheses, transition from the sample to the population. Normality and Sampling Distribution-Confidence Intervals -Applications with SPSS
9. Comparisons of mean values with t-test and Anova controls and interpretation of results - Applications with SPSS
10. Non-parametric controls in scientific research - Applications with SPSS
11. The control of the interaction of characteristics in scientific research. Linear Correlation and Regression - Applications with SPSS
12. Sampling methods – Applications
13. Written exams

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	Face-to-face teaching and active participation of students, hands-on practice in the laboratory																										
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	- Presentations via projector - Use of SPSS software and Python programming language - Communication with students via email and eclass - Post material on eclass platform - Use of MS/Excel, Expect Choice and Visual PROMETHEE																										
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>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.</i> <i>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>	<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</td> <td style="text-align: center;">70</td> </tr> <tr> <td>Study</td> <td style="text-align: center;">70</td> </tr> <tr> <td>projects</td> <td style="text-align: center;">60</td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td>Course total</td> <td style="text-align: center;">200</td> </tr> </tbody> </table>	<i>Activity</i>	<i>Semester workload</i>	Lectures	70	Study	70	projects	60																	Course total	200
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STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	The final grade of the course results from the students' performance in the written final exams as well as the assignments they prepare during the semester. The final grade is a weighted average of the grade of the final written exam (with a weight of 70%) and the assignments (with a weight of 30%). The way in which the final grade is calculated becomes known to students at the beginning of the semester. Written final exams include: true-false questions, multiple-choice questions, interpretation of results and problem solving. The examination language is Greek																										

(5) ATTACHED BIBLIOGRAPHY

<p><i>-Textbooks:</i></p> <ul style="list-style-type: none"> • Γιάννης Σίσκος (2008). Μοντέλα Αποφάσεων. Εκδόσεις Νέων Τεχνολογιών, Αθήνα. • Νικόλαος Ματσατσίνης (2010). Συστήματα Υποστήριξης Αποφάσεων. Εκδόσεις Νέων Τεχνολογιών, Αθήνα. • Alessio Ishizaka, Philippe Nemery (2013). Multi-criteria Decision Analysis: Methods and Software. Wiley. • Brans, J.P., Mareschal, B., 2005. PROMETHEE methods. In: Figueira, J., Greco, S., Ehrgott, M. (Eds.), Multiple Criteria Decision Analysis: State of the Art Surveys. Springer Science + Business Media, Inc., 163–196. • Papathanasiou J. & Ploskas N. (2018). Multiple Criteria Decision Aid. Methods, Examples and Python Implementations. Series: Springer Optimization and Its Applications, Volume 136, Springer. • Babbie, E. 2001. Εισαγωγή στην Κοινωνική Έρευνα, Εκδόσεις Κριτική. • Σταθακόπουλος, Βλ. 'Μέθοδοι Έρευνας Αγοράς', Εκδόσεις Σταμούλης • Javeau, C. 1996, Η Έρευνα με Ερωτηματολόγιο, Αθήνα: Εκδόσεις Τυπωθήτω. • Ψαρρού, Μ. και Κ. Ζαφειρόπουλος 2001, Η Επιστημονική Έρευνα, Αθήνα: Εκδόσεις
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Τυπωθήτω.

- Gerald Keller, Στατιστική για οικονομικά και διοίκηση επιχειρήσεων, 8η έκδοση, Επίκεντρο.
- Στατιστική, Μέθοδοι Ανάλυσης για Επιχειρηματικές Αποφάσεις, Ιωάννης Χαλικιάς.

- *Scientific journals:*

- European Journal of Operational Research (Elsevier)
- Decision Support Systems (Elsevier)
- International Journal of Multicriteria Decision Making (Inderscience)
- Operational Research (Springer)
- Human Resource Management Journal
- Human Resource Management
- Journal of World Business
- Human Resource Management Review