COURSE OUTLINE

(1) GENERAL

SCHOOL	SCHOOL OF BUSINESS ADMINISTRATION
ACADEMIC UNIT	DEPARTMENT OF BUSINESS ADMINISTRATION
LEVEL OF STUDIES	POSTGRADUATE STUDIES
MASTER	MASTER IN HUMAN RESOURCE MANAGEMENT

COURSE CODE	HRM101	SEMESTER	1
COURSE TITLE	HUMAN RESOURCE MANAGEMENT		

INDEPENDENT TEACHING ACTIVITIES *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*	WEEKLY TEACHING HOURS	CREDITS
	3	7,5
Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).		
COURSE TYPE *general background, special background, specialised general knowledge, skills development*	SPECIAL BACKGROUND	
PREREQUISITE COURSES:	NO	
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK	
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO	
COURSE WEBSITE (URL)	https://openeclass.uom.gr/courses/HRM102/	

(2) LEARNING OUTCOMES

Learning outcomes

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.

Consult Appendix A
- *Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area*
- *Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B*
- *Guidelines for writing Learning Outcomes*

KNOWLEDGE:
- They have increased specialized knowledge in Human Resource Management, in relation to the undergraduate level, which includes sufficient evidence from cutting-edge scientific developments and constitutes the basis for original thinking, research and professional activity.
- Demonstrate a critical understanding of the principles, theories, methodologies and practices in Human Resource Management, as well as its interface with other fields of knowledge.
- Possess a heightened critical understanding of evolutionary dynamics and cutting-edge issues in Human Resource Management.

SKILLS:
- Fluently apply the theories and methodologies of Human Resource Management in their research, studies and work in a critical and creative way.
- They apply with originality the acquired knowledge in the research, analysis and development of

innovative solutions to complex, interdisciplinary and pioneering issues.

- They are able to evaluate, interpret and promote modern scientific research and studies related to Human Resource Management.
- Inductively articulate in a scientifically documented way, solutions to complex and new issues and formulate valid judgments taking into account the relevant social, economic, cultural and ethical dimensions.
- They substantiate their positions with specialized information and arguments, to specialized or non-specialized audiences with clarity, competence and accuracy.

ABILITIES:

- They continue to autonomously develop their knowledge and skills at a high level.
- Professionally apply the specialized knowledge and skills acquired and deal effectively with new, interdisciplinary or unforeseen issues.
- Solve problems and make strategic decisions based on inductive thinking.
- Contribute to the development of knowledge and practices in the professional and business field and have operational competence in crisis management.
- They autonomously take responsibility for training/development as well as managing a team and evaluating its performance.

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?

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

- Search, analysis and synthesis of data and information, using the necessary technologies
- Adaptation to new situations
- Decision making
- Autonomous work
- Teamwork
- Work in an international environment
- Work in an interdisciplinary environment
- Generation of new research ideas
- Project planning and management
- Respect for diversity and multiculturalism
- Respect for the natural environment
- Demonstrate social, professional and ethical responsibility and sensitivity to gender issues
- Exercise criticism and self-criticism
- Promotion of free, creative and inductive thinking

(3) SYLLABUS

12 interactive lectures are held. Each lecture focuses on a topic from Human Resource Management. Common to all subjects is a specific real problem from business administration, which, where appropriate, is also analyzed with the help of a case study. In particular, the distribution of the course content per teaching week is described as follows:

1. The background in Human Resource Management
2. The employment relationship and the psychological contract
3. Job analysis and description and individual specifications
4. Planning, attracting and selecting human resources
5. Human resource training and development and job design
6. Performance appraisal and management and talent and career management
7. Management of salaries and wages and management of incentive plans
8. Employee engagement and diversity management
9. Communication, change and employee relations
10. Safety and health in the workplace
11. Ambidexterity in human resources
12. Attribution of cause in human resource management

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY *Face-to-face, Distance learning, etc.*	Face to face
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY *Use of ICT in teaching, laboratory education, communication with students*	• Power Point is used in teaching and email and Open Class are used in communication. • All slides used in each lecture are posted in the eclass of the course. • All case studies used in the lectures are posted in the course eclass. • Important articles accompanying the lectures are posted on the course eclass.

TEACHING METHODS

The manner and methods of teaching are described in detail.
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.

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

Activity	Semester workload
Lectures (12x(3+3))	72
Case studies (12x1)	12
Analyzing bibliography (12x1,5)	18
Developing the project (12x10)	120
Course total	**222**

STUDENT PERFORMANCE EVALUATION
Description of the evaluation procedure

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

Specifically-defined evaluation criteria are given, and if and where they are accessible to students.

The student is evaluated as follows:

• **Assignment** (weight 50%): In the last week of the course, the student submits his assignment in the form of a report, approximately 2000 words in size in Word or pdf. The assignment refers to a case study with real data and its topic and methodology has been timely posted on eclass. The work is graded from 0 to 10.

• **Final Written or Oral Exams** (weight 50%): The final written or oral exams refer to all the course material.
  • **Written exams**: Students are asked to answer 20 multiple-choice, true-or-false questions and short-answer questions. Each question is worth 0,5 points. For every three wrong answers, one correct answer is cut.
  • **Oral exams**: Students are asked to answer a number of critical questions.

• **Note**: The evaluation criteria are explicitly stated and are accessible on the eclass platform of the course.

(5) ATTACHED BIBLIOGRAPHY

- Suggested bibliography:

- Armstrong, M. (2020*) Armstrong's Handbook of Human Resource Management*. London: Kogan Page.
- Κάτου, Α.Α. (2017) *Διοίκηση Ανθρώπινων Πόρων*. Θεσσαλονίκη: Εκδόσεις Ζυγός.
- Χυτήρης, Λ.Σ. (2018) *Διοίκηση Ανθρώπινων Πόρων*. Αθήνα: Εκδόσεις Μπένου.
- Dessler, G. (2015) *Διοίκηση Ανθρώπινου Δυναμικού: Βασικές έννοιες και σύγχρονες τάσεις*. Αθήνα: Εκδόσεις Κριτική.
- Marchington, M., Wilkinson, A., Donnelly, R. and Kynighou, A. (2020) *Human Resource Management at Work*, 7th Edition. London: CIPD.
- Torrington, D., Hall, L., Taylor, S. and Atkinson, C. (2017) *Διοίκηση Ανθρώπινων Πόρων*. Nicosia: Broken Hill.

- Related academic journals:

- Human Resource Management Journal
- Human Resource Management
- Journal of World Business
- Human Resource Management Review
- Employee Relations: The International Journal
- Personnel Review
- Journal of Business Research
- International Journal of Human Resource Management
- European Management Review
- European Management Journal
- European Journal of International Management
- EuroMed Journal of Business
- International Journal of Productivity and Performance Management
- International Journal of Manpower
- International Journal of Business Governance and Ethics
- Management Research Review
- Thunderbird International Business Review
- Multinational Business Review