COURSE OUTLINE

(1) GENERAL

SCHOOL	BUSINESS ADMINISTRATION SCIENCES
DEPARTMENT	BUSINESS ADMINISTRATION DEPARTMENT
LEVEL OF STUDIES	MASTER IN HUMAN RESOURCE MANAGEMENT

COURSE CODE	HRM253	SEMESTER	B

COURSE TITLE	Performance and Reward Management

TEACHING ACTIVITIES	INSTRUCTION HOURS PER WEEK	ECTS
	3	7,5

COURSE	SPECIALIZATION COURSE
PREREQUISITES :	NO
COURSE LANGUAGE:	GREEK AND ENGLISH
ERASMUS COURSE	NO
COURSE SITE (URL)	https://openeclass.uom.gr/modules/document/?course=POST106

(2) LEARNING OUTCOME

LEARNING OUTCOME

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 :

- 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

(3) 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

DEVELOPING STUDENTS' SKILLS

- 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

(4) COURSE LECTURES

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

(5) TEACHING METHODS - EVALUATION

INSTRUCTION METHOD	- 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 TECHNOLOGIES	- 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 ORGANIZATION	

ACTIVITY	SEMESTER WORKLOAD (HOURS)
LECTURES and FINAL EXAM	36+3=39
STUDENTS' STUDY/ 3 hours study per one hour teaching	36*3= 108
STUDENT PAPERS AND PRESENTATION	20
PREPARATION FOR WORKSHOPS	20
TOTAL	*187*

STUDENT EVALUATION	- Final exam with questions covering all the course topics receiving 40% of total evaluation 2 Paper-Presentation : 20% 2 Workshops: 20% - In class student presentation: 10% - Student participation in class: 10%

(6) BIBLIOGRAPHY

-RECOMMENDED TEXTBOOKS:

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.