

## Human Resources Management (F000671)

Course size (nominal values; actual values may depend on programme)

Credits	5.0	Study time	150 h	Contact hrs	45.0 h
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Course offerings and teaching methods in academic year 2018-2019

A (semester 2)	English	pracicum	5.0 h
		PDE tutorial	10.0 h
		lecture	30.0 h
B (semester 2)	Dutch, English	lecture	30.0 h
		pracicum	5.0 h
		PDE tutorial	10.0 h

Lecturers in academic year 2018-2019

Buyens, Dirk	EB23	lecturer-in-charge
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Offered in the following programmes in 2018-2019

	crdts	offering
<a href="#">Bachelor of Science in Economics</a>	5	A
<a href="#">Bachelor of Science in Business Economics</a>	5	B
<a href="#">Master of Science in Complementary Studies in Business Economics (main subject Business Economics)</a>	5	A
<a href="#">Master of Science in Business Engineering (main subject Data Analytics)</a>	5	A
<a href="#">Master of Science in Business Engineering (main subject Finance)</a>	5	A
<a href="#">Master of Science in Business Engineering (main subject Operations Management)</a>	5	A
<a href="#">Master of Science in Economics</a>	5	A
<a href="#">Exchange programme in Economics and Business Administration</a>	5	A

Teaching languages

Dutch, English

Keywords

Human resources management

Position of the course

The aim of this course is to provide the students a profound insight in the significance and the role of the human resource function in the organisation. It is the objective to discuss a number of concepts and principles regarding the strategic importance of human resource management for the organisation, in global as well as regarding its diverse activities. Using a problem based approach, students experience how they function in a team and learn how to deal with differing opinions.

Contents

During the first sessions, the role and strategic importance of the human resource function will be discussed within the broader organisational context. In this respect, a number of socio-economical evolutions and their implications for managing employees will be discussed. Consequently, the most important activity domains for human resource management will be discussed : manpower planning, recruitment, selection, career management, reward systems and appraisal systems. For each functional domain, the strategic importance together with the main activities will be discussed

Initial competences

No specific knowledge is required participating this course.

## Final competences

- 1 Understand the concepts and principles regarding the strategic importance of human resource management for the organisation.
- 2 Apply the strategic meaning on the different activity domains (inflow, outflow, throughput) in HRM.
- 3 Apply the traditional performance management system to an organisation.
- 4 Assess new trends in performance management.
- 5 Acquire a critical attitude of the own learning process and of other students' learning process.
- 6 Cooperate in internationally composed teams.
- 7 Present results of a business idea in a goal-oriented way.

## Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

## Conditions for exam contract

This course unit cannot be taken via an exam contract

## Teaching methods

Lecture, PDE tutorial, practicum

## Extra information on the teaching methods

Lectures, PDE-tutorial, guided self-study.

In addition to lectures, this course is using a problem based approach. Students have to work on cases in small teams and have to structure their learning process themselves, the role of the teacher being changed to tutor. The supervisions focus on the communicative skills.

## Learning materials and price

An American handbook will be used which treats the diverse areas of human resource management. The concrete title of this book will be announced at the beginning of the academic year. Cost: 50 EUR

## References

## Course content-related study coaching

## Evaluation methods

end-of-term evaluation and continuous assessment

## Examination methods in case of periodic evaluation during the first examination period

Written examination

## Examination methods in case of periodic evaluation during the second examination period

Written examination

## Examination methods in case of permanent evaluation

Oral examination, assignment, peer assessment

## Possibilities of retake in case of permanent evaluation

examination during the second examination period is not possible

## Extra information on the examination methods

The end of term evaluation includes a written examination. The permanent evaluation relates to the participation in and contribution to the tutorials & supervisions and the group work based on the peer assessments.

Presence during tutorials, supervisions is required: justified absences have to be reported in advance by email tot pedagogical staff member.

## Calculation of the examination mark

Permanent (30%) and End-of-term (70%) evaluation.

To pass, a student should pass both the permanent and end of term evaluation. If a student does not pass for both parts and the score is 10/20 or more, the score will be reduced to 8/20.

## Facilities for Working Students

Working students should contact the lecturer in the first lesson. Attendance at the tutorials is mandatory.