

## Introduction to Human Resource Management (E076130)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

Course size (nominal values; actual values may depend on programme)  
Credits 3.0 Study time 90 h Contact hrs 30.0 h

Course offerings and teaching methods in academic year 2020-2021

A (semester 1) English Gent lecture 30.0 h

Lecturers in academic year 2020-2021

Vanderstraeten, Alex EB23 lecturer-in-charge

Offered in the following programmes in 2020-2021

|  | crdts | offering |
|--|-------|----------|
| Bachelor of Science in Sociology   | 3     | A        |
| Bridging Programme Master of Science in Industrial Engineering and Operations Research               | 3     | A        |
| Bridging Programme Master of Science in Industrial Engineering and Operations Research               | 3     | A        |
| Master of Science in Electrical Engineering (main subject Communication and Information Technology ) | 3     | A        |
| Master of Science in Electromechanical Engineering (main subject Control Engineering and Automation) | 3     | A        |
| Master of Science in Electromechanical Engineering (main subject Electrical Power Engineering)       | 3     | A        |
| Master of Science in Electrical Engineering (main subject Electronic Circuits and Systems)           | 3     | A        |
| Master of Science in Electromechanical Engineering (main subject Maritime Engineering)               | 3     | A        |
| Master of Science in Electromechanical Engineering (main subject Mechanical Construction)            | 3     | A        |
| Master of Science in Electromechanical Engineering (main subject Mechanical Energy Engineering)      | 3     | A        |
| Master of Science in Industrial Engineering and Operations Research                                  | 3     | A        |
| Master of Science in Civil Engineering   | 3     | A        |
| Master of Science in Chemical Engineering  | 3     | A        |
| Master of Science in Civil Engineering   | 3     | A        |
| Master of Science in Computer Science Engineering  | 3     | A        |
| Master of Science in Computer Science Engineering  | 3     | A        |
| Master of Science in Fire Safety Engineering   | 3     | A        |
| Master of Science in Industrial Engineering and Operations Research                                  | 3     | A        |
| Master of Science in Sustainable Materials Engineering   | 3     | A        |
| Master of Science in Engineering Physics   | 3     | A        |
| Master of Science in Chemical Engineering  | 3     | A        |
| Master of Science in Engineering Physics   | 3     | A        |
| Exchange programme in Economics and Business Administration  | 3     | A        |
| Exchange Programme in Political and Social Sciences  | 3     | A        |

Teaching languages

English

Keywords

Human Resource Management, Personnel Management, Performance Management, Competency Management, Compensation and Benefits

## Position of the course

Human Resource Management is a major functional domain in an organization. The course will provide some insights in the most important trends in actual Human Resource Management. Students get an overview of the most important HRM systems and practices through the HRM cycle of inflow, throughflow to outflow of employees.

## Contents

Knowledge of different HRM systems and practices

Knowledge and insight in the HRM cycle: from in-flow to through-flow of personnel:

Inflow:

- Strategic HRM and Workforce planning
- Job analysis and job classification
- Recruitment of new employees
- Selection of new employees

Through flow:

- Training and personal development
- Performance Management and appraisal
- Direct financial benefits and compensation
- Indirect financial compensation

## Initial competences

No specific competencies are required.

## Final competences

- 1 Insight in the development of personnel management towards Human Resource Management.
- 2 Knowing different HRM concepts and understanding the language of the HR Manager
- 3 Insight in specific Human Resource Management systems and practices (function analysis, recruitment, selection, training and development, performance management, rewarding of employees)
- 4 Understanding the strategic role of HRM in the organization

## Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

## Conditions for exam contract

This course unit cannot be taken via an exam contract

## Teaching methods

Lecture

## Learning materials and price

Mondy, R.W., Mondy, J.B. (2019) HR: Book Selected Chapters from Human Resource Management. Pearson  
ISBN 978-1-78365-620-2

## References

## Course content-related study coaching

Individual appointment

## Evaluation methods

end-of-term evaluation

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

Oral examination

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

Oral examination

## Examination methods in case of permanent evaluation

## Possibilities of retake in case of permanent evaluation

not applicable

Calculation of the examination mark  
100% oral exam with written preparation