

## Human Resources Management (F000671)

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.

<b>Course size</b>	<i>(nominal values; actual values may depend on programme)</i>		
<b>Credits</b> 5.0	<b>Study time</b> 150 h	<b>Contact hrs</b>	45.0 h

### Course offerings and teaching methods in academic year 2020-2021

A (semester 2)	English	Gent	PDE tutorial	10.0 h
			practicum	5.0 h
			lecture	30.0 h
			online lecture	0.0 h
B (semester 2)	Dutch, English		practicum	5.0 h
			lecture	30.0 h
			PDE tutorial	10.0 h
			online lecture	0.0 h

### Lecturers in academic year 2020-2021

Buyens, Dirk	EB23	lecturer-in-charge
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### Offered in the following programmes in 2020-2021

	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 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="#">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, online lecture

## **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.