

### COURSE DESCRIPTION

**Title:** Human Resource Management

**Compulsory** ☒

**Elective** ☐

**Lecturer:** E. Tsachouridi

**Winter** ☐

**Spring** ☒

### COURSE GOALS

Every business aims to achieve its goals through building its competitive advantage. Human resource management is a key factor for gaining a competitive advantage is the management of human resources. Understanding the principles of Human Resource Management is a catalyst for the success of a company. Nowadays, Human Resource Management (HRM) faces many challenges. The purpose of the course is to familiarize students with the basic principles, functions and practices of Human Resource Management thus enabling them to acquire not only knowledge, but also the critical thinking required to effectively respond to the challenges of the modern working environment, either from the perspective of human resource management practitioner or from the perspective of employee of other departments.

Upon completion of the course students will be able to:

- Recognize the importance of HR as a core administrative function
  - Understand the strategic role of Human Resource Management
  - Effectively manage issues of selections, compensation, training and development of employees, as well as of performance management.
  - Understand employee attitudes and behaviors
  - Understand and increase employees' motivation
- Cooperate with experts of other departments of an organization
- Understand and effectively manage diversity issues within the workplace.

### COURSE CONTENTS

<i>Unit</i>	<i>Hrs</i>
1. Introduction to Human Resource Management-Strategic Human Resource Management	3
2. Human Resource Planning	3
3. Recruitment and Selection	3
4. Employee performance	3
5. Employee attitudes and behaviors	3
6. Training and Development	3
7. Rewards and Motivation	3
8. Job crafting in the workplace	3
9. Diversity and International Human Resource Management	3
10. Groups and Communication	3
11. Discussion-Revision	3

#### TEACHING METHOD

##### HOURS

Taught	
Seminar	No of pers. assignments
Collaboration with lecturer	
Laboratory	No of group assignments 1
<b>TOTAL:</b>	<b>33</b>

#### EXAMINATION

##### Weight

Written exam	60%
Orals	
Pers assignmts	
Group assignts	40%
<b>TOTAL:</b>	

#### BIBLIOGRAPHY

Martocchio, J.J. (2022). Διαχείριση Ανθρώπινου Δυναμικού, 15<sup>η</sup> έκδοση, Εκδόσεις Τζιόλα  
Παπαλεξανδρή, Ν. & Μπουραντάς, Δ. (2016). Διοίκηση ανθρώπινου δυναμικού. Εκδόσεις Μπένου.  
Hall, C.; Torrington, D.; & Taylor, S. (2017). Human Resource Management. 10th ed , Pearson  
Wilton, N. (2016). Introduction to Human Resource Management. 3rd ed., Sage.

#### NOTES

Group work will also include individual reflection  
Selected research papers will also be uploaded to eclass  
Written exams will require critical thinking and problem solving abilities