

**Course Code:** BCOM E3015  
**Title:** Human Resource Management  
**Status:** Core

**Aims:** This course unit is designed to provide a comprehensive knowledge on the theoretical foundations of HRM and to develop effective human resource strategies to achieve organizational performance.

**Learning Outcomes:**

By the end of this course unit, students should be able to:

- Describe human resource management and its evolution.
- Describe concepts and frameworks of HRM;
- Examine the relationship between HR strategy and organizational performance;
- Demonstrate skills pertaining to the functions of a HR Manager;
- Examine effective human resource measurement tools.

**Course Content:**

Introduction to human resource management, evolution of HRM, frameworks and models on HRM, role and functions of a human resource manager, new developments in HRM, human resource planning, designing work systems, employee recruitment and selection, human resource development, performance management, reward management, human resource measurements, human resource departments and systems, the relationship between HRM, business strategy and business performance.

**Method of Teaching & Learning:**

Seminars & self learning

**Scheme of Evaluation:**

End year examination

**Recommended Readings:**

Dessler, G. (2008). *Human Resource Management*. (11<sup>th</sup> ed.). Prentice Hall.

Dessler, G. (2006). *A Framework for Human Resource Management*. (4<sup>th</sup> ed.). Prentice Hall.

Decenzo, D. A. (2006). *Human Resource Management*.

Ivanecivich, J. M. (2006). *Human Resource Management*.

Mondy, (2008). *Human Resource Management*. (10<sup>th</sup> ed.). Prentice Hall.

Ulrich, D. (1997). *Human Resource Champions: The Next Agenda for Adding Value and Delivering Results*. Boston, MA: Harvard Business School Press.