Human Resources Management

ECTS : 4

Volume horaire : 24

Description du contenu de l'enseignement :

The module aims to provide students with a comprehensive introduction to the key aspects of human resources management. By completing the module, students will understand the development of HRM over time in modern organisation, what has changed over time and what core elements in recruiting, retaining and rewarding staff have remained universal. Students will learn relevant theory regarding the operational aspects of HRM as well as the role of a strategic elements in creating a successful HRM to leverage full employee engagement, which in turn can increase productivity, profits and employee satisfaction. Students will reference a key textbook throughout, also make use of key case studies, using the current press to learn about the dynamic topic of HRM, both nationally and internantionally. The module offers students a grounding in the key drivers to successful organisations, thorugh the correct management of the people working within them.

Compétence à acquérir :

By the end of this module, students will have be able to: **Knowledge** 1. Demonstrate a thorough understanding of the key functions of HRM and critically evaluate the implications of HRM for an organiation's success 2. Identify key contemporary HRM challenges and critically evaluate potential HRM solutions 3. Understand the merits of a strategic approach to HRM and talent management and demonstrate their impact on an organisation. **Skills** 5. Critically analyse relevant theory and apply to real HRM case studiess to solve complex problems. 6. Create arguments to substantiate your debates on HRM practice in different world regions. 7. Reflect on HRM's changes over time and undertake independent research in an audio-visual form to present to the group for knowledge share on a current HRM issue. **Values and Attitudes** 8. Engaging with your studies in and outside of the classroom, and taking responsibility for your learnng and development by a proactive approach. 9**.** Developing a professional approach to your learning, working effectively with your classmates in any group work and demonstrating respect for others opinions.

Mode de contrôle des connaissances :

Grading Criteria

Research (case studies classes)	30%
Case studies classes participation (Debate)	10%
Final Exam	60%

Bibliographie, lectures recommandées :

Main reading:

- **Armstrong, M. and Taylor, S., 2023**. *Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management*. Kogan Page Publishers.