

SYLLABUS

Course Title – Human Resource Management

Course code –

ECTS credits – 5

Auditorium hours - 34

Prerequisites – Basics of management, English language, Research methodology

Professor/ Instructor - Tigran Mnatsakanyan

Instructors E-mail - vicmt@inbox.ru

Class website - liveeducation.livejournal.com

COURSE DESCRIPTION

The course involves a deep examination of the main components or functions of human resource management, which are workforce planning, recruiting, selection, compensation, motivation, training, etc. Involving the research of theoretical basics, the course mainly focuses on organizing efficient HR management. The interviewing, motivating, assessing and many other tools are to be discussed and practiced during the course. The course is useful for the students who are interested in entrepreneurship and management or who are going to execute further research in HR field or to professionalize as HR manager.

COURSE OBJECTIVES

1. To introduce students to the modern perception and theory of HRM
2. To introduce students to the functions of HRM
3. To provide students with practical tools of HRM
4. To provide students with tools of HR assessment and development
5. To form planning and decision-making skills in HR field
6. To form the appropriate set of skills necessary for HR manager

COURSE TOPICS/UNITS

The course will cover the following topics:

1. The Role of Human Resources and the Major Functions of HR Management
2. Workforce Planning
3. Recruitment and Selection
4. Compensation and Benefits
5. Retention and Motivation
6. Training and Development
7. Employee Communication
8. Assessing and Managing Employee Performance
9. Working with Labor Unions
10. Outsourcing and International HRM

TEXTBOOK(S) AND REFERENCES

1. Textbook (required): *BEGINNING MANAGEMENT OF HUMAN RESOURCES* by L. Portolese Dias, 2012. <http://2012books.lardbucket.org/pdfs/beginning-management-of-human-resources.pdf>

2. Textbook (recommended): *HUMAN RESOURCE MANAGEMENT* by M. C. C. Sze, 1995.
<http://panosa.org/wp-content/uploads/2015/01/resource1.pdf>
3. *"ALL ABOUT HUMAN RESOURCES AND TALENT MANAGEMENT"* Library.
<http://managementhelp.org/humanresources/>
4. *HUMAN RESOURCE MANAGEMENT* by G. Dessler, 2005.
<https://evergreenvmw.files.wordpress.com/2015/03/gary-dessler-human-resource-management-nicebrothers-blogspot-com.pdf>
http://www.pearsoned.ca/highered/divisions/virtual_tours/dessler/dessler_ch01.pdf

GRADING PLAN

Coursework will be weighted as follows:

- a. Component 1: class activity - weight (%) 20
- b. Component 2: paper) - weight 20
- c. Component 3: final exam - weight 60