

Identification	Subject (code, title, credits)	MGT 450 Human Resources Management, 6 ECTS
	Department	Economics and Management
	Program	Undergraduate
	Term	Fall, 2026
	Instructor	Jabir Suleymanli
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	Classroom/hours	
Prerequisites	MGT 305 Management	
Language	English	
Compulsory/Elective	Compulsory	
Required textbooks and course materials	Core textbooks: - Human Resource Management, Global Edition, Gary Dessler, 2024 Supplementary textbook: - SHRM books, competencies, people, organization, workplace.	
Course outline	This course provides an introduction to the theory and practice of Human Resource Management (HRM). It examines the HRM process within organizations and its critical relationship to organizational performance. Students will acquire both foundational knowledge and specialist skills required to succeed as professionals in the field of HRM. The course encourages students to adopt a critical perspective on HRM while developing a comprehensive understanding of core topics such as resourcing, labor relations, employee development, performance management, reward systems and etc. Attention will also be given to cultural dynamics in organizations and broader environmental and ethical factors that influence HRM decision-making. As the course progresses, students will explore more complex areas of HRM, applying concepts, theories, and best practices to workplace challenges and leadership contexts. The course concludes with an examination of current trends and future challenges shaping the field of HRM. By the end of the course, students will not only have developed relevant theoretical knowledge but also practical skills for the effective application of HRM practices in organizational settings. Instructional Methods The course employs a range of interactive and practice-based learning approaches. Instruction will include concise lectures, discussions of assigned readings, case analyses, in-class and out-of-class exercises, and the use of multimedia materials. Students are expected to engage actively with the course by thoroughly preparing assigned readings, analyzing case studies, and contributing thoughtfully to class discussions. Effective participation requires not only drawing upon personal experience and critical thinking but also integrating insights from the required literature. Consistent preparation and engagement will be essential for achieving strong learning outcomes.	
Course objectives	Below are the main objectives of the course: * Provide a comprehensive understanding of the theories, concepts, and practices of Human Resource Management. * Develop students' ability to analyze HRM's strategic role in achieving organizational effectiveness. * Equip students with practical tools for effective HR decision-making in recruitment, training, performance management, compensation and other HRM processes.	
	* Enhance awareness of ethical, legal, and global issues in HRM. * Foster critical thinking about future challenges of HRM in the digital age.	

Learning outcomes	By the end of this course students should be able to: * Explain the core functions and principles of HRM and their impact on organizational success. * Explain how to analyze HR policies and practices using strategic and ethical perspectives. * Explain how to conduct basic job analysis and develop job descriptions/specifications. * Explain how to apply appropriate recruitment, selection, training techniques, performance and reward strategies in given case scenarios. * Explain how to evaluate employee performance using different appraisal methods. * Explain how to design fair and competitive compensation and benefits systems. * Discuss labor relations, employee rights, and workplace safety issues. * Critically assess the role of HRM in global organizations and the impact of technology on HR practices.		
Teaching methods	Lecture		x
	Practices		x
	Group discussion		x
	Case analysis		x
Evaluation	Methods	Date/deadlines	Percentage (%)
	Midterm Exam	To be announced	30
	Attendance		5
	Activity		5
	Quizzes	To be announced	10
	Group Projects	To be announced	10
	Final Exam	To be announced	40
	Total		100
Policy	Assessment and Evaluation: In addition to the midterm and final examinations, students will be evaluated on their performance in quizzes, group presentations, attendance, and active participation during online and in-class sessions. Use of AI: Permitted for partial use only. You may use it to better understand the topic, map out the structure, and brainstorm ideas for your group project. Attendance: Students who exceed the 25% absence limit will not be permitted to take the examinations. Regular attendance is essential for successful completion of the course and meaningful engagement with class discussions and activities. Class Participation, Group Discussions, and Experiential Learning: Class discussions will be based on the topics covered in lectures as well as supplementary materials from the course literature and other well-known sources. Participation will be evaluated on the quality of students' contributions, including the ability to express views clearly, analyze issues critically, and share relevant experiences. The purpose of these activities is to foster a collaborative learning environment where students engage actively with one another to enhance understanding of the subject matter. Quizzes: Might occur randomly. Quizzes will primarily consist of scenario-based open and/or multiple-choice questions. Both graded and non-graded quizzes would be administered throughout the semester to assess and reinforce students' comprehension of key course concepts. Group Presentations: The objective of group presentations is to enable students to apply knowledge and demonstrate effective communication and presentation skills. Presentations will help students practice organizing their ideas, structuring arguments, and delivering content professionally—skills essential in academic and workplace contexts. Students will be assigned to groups, tasked with preparing presentations on pre-determined topics, and required to present their work to the class audience.		
Tentative Schedule			

Week	Date/Day Tentative	Topics	Textbook
1		Introduction to Human Resource Management	Chapter 1
2		Equal Opportunity Law and Action Human Resource Policy, Strategy, and Performance	Chapter 2-3
3		Job Analysis and the Talent Management Process	Chapter 4-7
4		Job Analysis and the Talent Management Process, AI usage in recruitment and testing	Chapter 4-7
5		Training and Developing Employees	Chapter 8
6		Performance Management and Appraisal	Chapter 9
7		Managing Careers and Retention	Chapter 10
8		Establishing Strategic Pay Plans (reward management)	Chapter 11-13
9		Midterm Exam	
10		Building Positive Employee Relations	Chapter 14
11		Labor Relations and Collective Bargaining	Chapter 15
12		Safety, Health, and Risk Management	Chapter 16
13		Managing Global Human Resources	Chapter 17
14		Presentation of Group projects	
15		Preparation for Exam	
		Final Exam	