

<b>Identification</b>	<b>Subject</b>	<b>TMGT 450 Human Resources Management 3KU/6ECTS</b>
	<b>Program</b>	Undergraduate
	<b>Department</b>	Economics and Management
	<b>Term</b>	Fall 2023
	<b>Instructor</b>	Vusal Nuriyev
	<b>Contact email</b>	
	<b>Classroom/hours</b>	Wednesday 18:30-21:00
<b>Prerequisites</b>	<b>MGT 303 Management</b>	
<b>Language</b>	English	
<b>Compulsory/Elective</b>	Compulsory	
<b>Textbooks and course materials</b>	<p><i>Core Textbooks:</i></p> <ol style="list-style-type: none"> <li><i>Human Resource Management: Pearson New International Edition, 3rd Edition, Author: Gary Dessler 16th edition 2020 Pearson</i></li> <li><i>Armstrong's Essential Human resources management practices, 1<sup>st</sup> edition, Author: Michael Armstrong, 1<sup>st</sup> edition, 2010 Kogan Page Limited</i></li> <li><i>SHRM 2022: Organization, People, Workplace, Competencies</i></li> <li><i>Additional materials: SHRM, CIPD and HBR articles</i></li> </ol>	
<b>Course Outline</b>	<p>This course is an introduction to the theory and practice of human resource management. The course looks in depth at human resource management process in organizations and its relationship with organizational performance. Students will gain the specialist knowledge and skills required to succeed as a professional in the field of HRM.</p> <p>Students will be taught to have critical view of HRM and acquire a comprehensive grounding of a variety of HRM topics including resourcing, managing labor relations, employee development, performance and reward management etc. The course will also look at the cultural issues in organizations and workplaces and broader environmental factors that can impact on the decision-making of human resource management professionals.</p> <p>The course will then dig deeper into the more complex areas of HRM, to provide students with the opportunity to apply concepts, theories, and best practices to the challenges they will face at workplace and in leadership positions as they move ahead in their career. The course will close by considering the current trends and future challenges in HRM.</p> <p>The course will equip students with not only the relevant knowledge, but also with the skills for the effective application of HRM practices.</p> <p><b>Instructional methods:</b></p> <p>Students will be involved in a variety of learning experiences throughout the course. The course format emphasizes short lectures, discussion of reading assignments, in- and out-of-class exercises, video clips, and case analyses. Students will need to read and analyze all the assigned materials to achieve high results. Students will be expected to contribute effectively to class discussions based not only on common sense and personal experience, but also on the required readings.</p> <p><b>Students are required to be prepared around relevant topics for class discussions, case studies and etc.</b></p> <p><b>Evaluation:</b></p> <p>Apart of the Mid and Final exams, students will be evaluated for their individual results from quizzes, group presentations, attendance and participation during online/in class lectures.</p>	

Course objectives		<ul style="list-style-type: none"><li>• Introducing students to the fundamental principles of HRM</li><li>• Providing knowledge of concepts drawn from human resource management and organizational behavior</li><li>• Encouraging students to apply these concepts to individual, group/team, and organizational scenarios through experiential exercises, cases, and projects</li><li>• Developing skills in analyzing and evaluating major human resource challenges facing management and organizations today and determining appropriate solutions</li><li>• Providing employee and employer related HR knowledge to prepare students for their future career</li></ul>	
Learning outcome		By the end of the course students will be able to <ul style="list-style-type: none"><li>1. Describe the field of "human resource management" and understand its relevance to managers and employees in work organizations</li><li>2. Understand human resource management from a systemic, strategic perspective and get clear view of how HRM can support organizations to achieve their purposes;</li><li>3. Understand such HRM areas as resourcing and talent management, learning and development, reward and performance management etc. and know what key processes each of those functions involve;</li><li>4. Apply relevant theories to the management of people in organizations</li><li>5. Analyze business challenges involving human resource systems</li><li>6. Critically assess and evaluate human resource policies and practices</li></ul>	
Teaching methods		Lecture	X
		Group discussion	X
		Presentation	X
		Case analysis	X
		Assignment	X
Evaluation Criteria	Methods	Date/deadlines	Percentage (%)
	Mid Term Exam		30
	Attendance	Sep-Dec, 2023	5
	Activity		5
	Group Presentation	Nov-Dec, 2023	10
	Quiz	Oct, Nov, Dec,2023	10
	Final Exam		40
	Total		100
Policy		<p><b>Attendance:</b> Students exceeding the 25% absence limit will not be allowed to participate</p> <p><b>Group discussion/Class participation/ Experiential learning:</b> Discussion will be based on the subjects’ learned and additional materials, which will be reviewed and considered during the lecture. Participation is based on the expression of views and analysis (or current experience). The purpose of discussions; participation and experiential learning is to create the atmosphere and environment where all students cooperate and communicate within the group for better understanding of the taken subject.</p> <p><b>Quizzes:</b> Scenario based multiple choice questions. Graded and non-graded quizzes will be used throughout the course to verify students’ understanding of important elements of the topics covered.</p> <p><b>Presentation:</b> Purpose of the presentation would be using knowledge, skills and the right way of presenting your work to the class, which is also affect the future presentation skills among the professional audience within the working environment. Students will use all the tools of presenting professional presentation; organizing their ideas; develop effective delivery techniques their ideas; develop effective delivery techniques. The students will be divided into groups, prepare &amp; present pre-assigned topics in front of the audience.</p>	
Tentative Schedule			
Week	Date/Day	Topics	Chapter
Human Resource Management in Context			
1		Introduction to HRM	<i>Essential Human resources management practices, Michael Armstrong: Part I / 1, 2, 3.</i>  <i>Human Resource Management, Gary Dessler: Part I / 1.</i>

2		HRM and the Individual, Employment relationship	<i>Essential Human resources management practices, Michael Armstrong: Part III.</i>
3		HRM, Strategy and Performance	<i>Essential Human resources management practices, Michael Armstrong: Part II / 7, 8, 9.</i>  <i>Human Resource Management, Gary Dessler: Part I / 3.</i>
4		The Labor Market, the National and International Context of HRM <b>Quiz</b>	<i>Essential Human resources management practices, Michael Armstrong: Part I / 6.</i>  <i>Human Resource Management, Gary Dessler: Part V / 17.</i>
5		People Resourcing	<i>Essential Human resources management practices, Michael Armstrong: Part VI.</i>  <i>Human Resource Management, Gary Dessler: Part II.</i>  <i>SHRM People – p.84.</i>
6		People Resourcing	<i>Essential Human resources management practices, Michael Armstrong: Part VI.</i>  <i>Human Resource Management, Gary Dessler: Part II.</i>  <i>SHRM People – p.84.</i>
7		Performance Management	<i>Essential Human resources management practices, Michael Armstrong: Part VII.</i>  <i>Human Resource Management, Gary Dessler: Part III / 9.</i>  <i>SHRM People – p.273.</i>
8		Performance Management <b>-Group Presentations</b>	<i>Essential Human resources management practices, Michael Armstrong: Part VII.</i>  <i>Human Resource Management, Gary Dessler: Part III / 9.</i>  <i>SHRM People – p.273.</i>
		<b>Midterm Exam</b>	
9		Reward Management	<i>Essential Human resources management practices, Michael Armstrong: Part IX.</i>  <i>Human Resource Management, Gary Dessler: Part IV</i>  <i>SHRM People – p.403.</i>
10		Learning and Development	<i>Essential Human resources management practices, Michael Armstrong: Part VIII.</i>  <i>Human Resource Management, Gary Dessler: Part III / 8.</i>  <i>SHRM People – p.307</i>
11			<i>Essential Human resources management practices,</i>

		HR Metrics, Workplace Competencies	<i>Michael Armstrong: Part II / 11.</i> <i>Human Resource Management, Gary Dessler: Part III.</i> <i>SHRM Competencies. SHRM People p.143.</i> <i>SHRM BASK, CIPD Profession Map.</i>
12		Employee Relations Quiz	<i>Essential Human resources management practices, Michael Armstrong: Part X.</i> <i>Human Resource Management, Gary Dessler: Part V / 14, 15.</i> <i>SHRM Organization – p.221</i>
13		Equality, Diversity and Inclusion	<i>Essential Human resources management practices, Michael Armstrong: Part XII / 57.</i> <i>Human Resource Management, Gary Dessler: Part I / 2.</i>
14		Employee Well-being	<i>Essential Human resources management practices, Michael Armstrong: Part XI.</i> <i>Human Resource Management, Gary Dessler Part V / 14, 16.</i>
15		Current Trends and Future Challenges in HRM Quiz	<i>Essential Human resources management practices, Michael Armstrong: Part XII / 59.</i> <i>Human Resource Management, Gary Dessler: Part I / 1.</i> <i>Human Resource Management, Gary Dessler: Part III.</i>
16	<b>Final Exam</b>		

Please Note:

- The schedule of topics may be adjusted as necessary throughout the semester.
- The dates of the extracurricular/ non textual learning activities are tentative. Ascertaining the dates will depend on the pace of the course and relevant suitability.
- The instructor may direct you to specific external study materials/ activities in preparation for the next class.
- If you miss a class, you are responsible for talking to another student to find out anything you may have missed.

----- **GOOD LUCK!** -----