

Fundamentals in Human Resource Management

EM225M07A1

Program

PGE
Visitants

UE

Fundamentals in Human Resource Management

Semester

A

Discipline

Human resources

Contact hours

27 Hof which **3** is/are e-learning

Number of spots

45

Open to visitors

Yes

Language



Coordinator



List of lecturers

Lecturer(s)	Email	Contact hours - lecture
Delphine THEURELLE-STEIN	delphine.theurrelle-stein@em-strasbourg.eu	27 h

Pedagogical contribution of the course to the program

No educational contribution associated with this course for this program.

Description

Human Resource Management is about how people are employed, managed and developed in organizations. The purpose of this course is to develop an understanding of HRM key concepts. It examines the role of HR in achieving the organization's strategic objectives by giving an overview of HRM current issues and by exploring its operational areas and best practices

Teaching methods

Face-to-face

- Lectures
- E-learning

In group

- Exercises
- Oral presentations
- Projects
- Case studies/texts

Interaction

- Discussions/debates

Others

No items in this list have been checked.

Learning objectives

Cognitive domain

Upon completion of this course, students should be able to

- - (level 4) **Examine** HRM processes
- - (level 4) **Diagnose** HRM Strategy
- - (level 5) **Set up** recruiting strategy
- - (level 6) **Evaluate** Health and Safety risks

- - (level 6) **Assess** Performance and Reward management practices
 - - (level 6) **Recommend** Learning and Development practices
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Affective domain

Upon completion of this course, students should be able to

- - (level 3) **Share** research results
 - - (level 4) **Combine** resources to address a topic
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Outline

Contact hours: 27h including 21h onsite + 6h online asynchronous

PART I: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

The changing world of work
The essence of human resource management (HRM)
The essence of human capital management
HR Strategy

PART II: DELIVERING HRM

The role of the HR function
The role of HR professionals
The HRM role of line managers
HRM processes

PART III: EMPLOYMENT PRACTICES

The employment relationship
The fundamentals of employment laws
The psychological contract
Employee voice

PART IV: PEOPLE RESOURCING

Workforce planning
Recruitment policies and practices
Selection policies and practices
Talent management

PART V: PERFORMANCE AND REWARD MANAGEMENT

The goals of performance management
Performance management practices and tools
The basis of reward management
Different types of reward systems

PART VI: LEARNING AND DEVELOPMENT (L&D)

Recent approaches on L&D
L&D processes
L&D practices
Leadership and Management development

PART VII: HEALTH, SAFETY AND WELLBEING

Health and Safety risk assessment
Health and Safety prevention
Wellbeing dimensions
Wellbeing strategy

PART VIII: INTERNATIONAL HRM
The growing part of global business
International HRM strategy
The practice of International HRM
Managing expatriates

PART IX: THE ETHICAL DIMENSION OF HRM
The meaning and concerns of ethics
Discrimination cases
Managing diversity, equality and inclusion
Corporate Social Responsibility (CSR)

No prerequisite has been provided

Knowledge in / Key concepts to master

Basic Knowledge in Management

Teaching material

Mandatory tools for the course

- Computer

Documents in all formats

- Newspaper articles
- Case studies/texts

Moodle platform

- Upload of class documents
- Interface to submit coursework
- Assessments
- Coaching/mentoring

Software

No items in this list have been checked.

Additional electronic platforms

Recommended reading

Main reading material

Boxall, P-F. & Purcell, J. (2016), *Strategy and Human Resource Management*, Basingstoke, Palgrave Macmillan.
Dessler, G. (2020), *Fundamentals of Human Resource Management: Fifth edition*, Pearson Education.
Price, A. (2004), *Human resource management in a business context: 2nd edition*, Thomson Learning.

Additional literature

Dowling P., Festing , M. & Engle A-D (2008), *International Human Resource Management :5th Edition*, South-Western Cengage Learning.
Harrison, R. (2009), *Learning and Development: 5th edition*, London CIPD
Klarsfeld, A. (2014) *International handbook on diversity management at work : country perspectives on diversity and equal treatment: 2nd edition*, Cheltenham E. Elgar.

EM Research: Be sure to mobilize at least one resource

Textbooks, case studies, translated material, etc. can be entered

Bonache, J., Langinier, H., & Zárraga-Oberty, C. (2016). Antecedents and effects of host country nationals negative stereotyping of corporate expatriates. A social identity analysis. *Human Resource Management Review*, 26(1), 59-68.
Singh, V., & Point, S. (2006). (Re) presentations of gender and ethnicity in diversity statements on European company websites. *Journal of Business Ethics*, 68(4), 363-379.
Codello, P. & Theurelle-Stein, D. (2021). In Grasser, B., Loufrani-Fedida, S., Oiry, E. *Developing Soft Skills through Social Learning: a Model implemented at a Canadian Business School, in Managing Competences. Research, Practice and Contemporary Issues*, 53-70. Taylor & Francis Group.

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1

Class no. 6,7,8,9

Oral (15 Min.) / Group / English / Weight : 40 %

Details : -

Intermediate assessment / continuous assessment 2

Class no. 1-9

Oral (1 Min.) / Individual / English / Weight : 10 %

Details : Participation

Final evaluation

Last class

Written (90 Min.) / Individual / English / Weight : 50 %

Details : -