

Fundamentals in Human Resource Management

EM225M07A1

Program

PGE
Visitants

UE

Fundamentals in Human Resource Management

Semester

A

Discipline

Human resources

Contact hours

27 H

Number of spots

45

ECTS

5

Open to visitors

Yes

Language



Coordinator

Delphine THEURELLE-STEIN



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

Développer un management à impact grâce aux connaissances et aux outils les plus récents dans les domaines du management

Developing a strategic and managerial vision in a complex, uncertain and changing environment

Design solutions adapted to organizational problems by applying relevant methodologies

Développer des compétences managériales de niveau avancé se traduisant par un leadership responsable

Effectively argue his ideas orally and in writing with a professional posture

Co-build a managerial and organizational culture through collaborations and team projects

Mettre en place un management responsable par des pratiques reflétant les valeurs d'éthique, de diversité et de développement durable

Co-creating responsible management in one's professional practice

Pratiquer un management à impact dans un environnement multiculturel et international, porté par un "European mindset"

Communicate in a professional context in (foreign) languages, in writing and/or orally

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 4) **examine** Learning and Development practices
 - - (level 5) **Set up** recruiting strategy
 - - (level 5) **appraise** Learning and Development practices
 - - (level 5) **appraise** Learning and Development practices
-

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

- CrossKnowledge
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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 : -