## BHR 2103 PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (3 CU)

**Short Description**

While people have always been central to organizations, they are now increasingly becoming a critical tool in building the organizations’ competitive advantage. This is an introductory course that covers the basic HR concepts, key functions, and strategies. It will look at the HR management functions/activities, emphasizing, **ONLY basic principles**, i.e. **the definition, rationale and challenges of**: HR Planning, Staffing, Performance Management, employee Development, Compensation and Benefits management, and Employee Relations and Discipline.

**Course Objectives:**

* To acquire the foundation knowledge, concerning the concepts and functions in HRM.
* To prepare students for the subsequent in-depth and complex course matter in HRM
* To enable understanding and appreciation of the basic theories, methods and role that HRM play in contemporary organizational success.
* To critically reflect on theories, approaches and challenges of contemporary HRM.

**Learning Outcomes:**

Upon completion students should be able to:

* Identify and describe principles and functions of HRM.
* Understand and appreciate the role and function that HRM play in organisational success.
* Understand and apply the basic theories, methods or techniques used by HR practitioners.
* Know the basic skills and necessity for working with and through others to influence organizations.

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**Teaching and Learning Patterns**

* class discussions
* straight lecture
* Group presentations

**Indicative Content**

Redefining Human Resource Management, Management approaches to HRM, Challenges to HRM in the contemporary era of globalisation, HR management functions and processes, emphasizing, **ONLY** basic principles, i.e. the *definition*, *rationale* and *challenges* of: HR Planning and Work Design, Recruitment and Selection, Performance Management, employee motivation, Training and Development, Compensation and Benefits management, Employee Relations and Discipline.

**Assessment Method**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests.

Course work assessment 30%

Final Examination 70%

100%

The minimum mark required to pass is 50%, this includes course work and final examination. Each course in the programme is allowed a maximum of three hours for final examination

**Indicative Sources**

1. Armstrong. M. 2001. A handbook of Human Resource Management Practice, 8th Edition. London: Kogan Page.
2. Byars L. Lloyd & Rue, W. Leslie. 2006. Human Resource Management, 8th Edition. New York: McGraw Hill
3. Kreitner, Robert. 1999. Management. Seventh Edition. New Delhi: A.I.T.B.S Publishers
4. ForhamD,Pimlott, J. 1986. Understanding Industrial Relations. 2nd Edition Holt Renard and Winstone, London.
5. Ivancevich M. John. 2003. Human Resource Management, 9th Edition. New York: McGraw Hill.
6. Schuster, Federick E. 1987. Human Resource Management, 2nd Edition. New York: Reston Publishing Company,