**COURSE ABM 3202 HUMAN RESOURCE MANAGEMENT**

**COURSE INSTRUCTOR Mr. Francis Eboyu (BSc. Psy.; M. Org. Psy)**

**2. COURSE TYPE ; Core course**

**3. COURSE STRUCTURE & LOCATION:**

3 Credit units. 45 lecture hours (3 contact hours per week for 15 study weeks). Lectures will be conducted from MakerereUniversity, Faculty of Agriculture, Department of Agricultural Economics and Agribusiness

**4. COURSE DESCRIPTION:**

Human resource management concepts, principles and practices that include; human resource planning, recruitment and selection, human resource training and development, competence-based performance management, motivation, terms and conditions of employment, health and safety at work, termination of the employment relationship, nature of industrial relations & information technology and human resource performance.

**5. COURSE OBJECTIVES:**

The objective of this course is to enable students appreciate the basic concepts, principles, theories and techniques that underlie the practice and policies designed at the work place to effectively manage human resources in a constantly changing global context.

**6. RECOMMENDED REFERENCES FOR READING**

* Armstrong, M. (2006). A Handbook of Human Resource Management Practice (10th Ed.) Kogan Page, London.
* Burke, R. J. & Nelson, D. (1998). Mergers and Acquisitions, Downsizing, and Privatization; A North American Perspective. In M.R. Gowing, J. D. Kraft & J. C Quick (eds) The New Organizational Reality: Downsizing, Restructuring and Revitalization: American Psychological Association Washington DC.
* Cascio F. W. (1987). Applied Psychology in Personnel Management (3rd Ed.) Prentice-Hall International, London.
* Cascio, W. F. (1998). Human Resource Management (5th Ed.), Mc Graw-Hill London.
* Davis, P. (1996). Staff Induction, Sterling, New Delhi.
* Escuwella, J., Burger, W. & Fox. (1998). Public Resource Management, Jute.
* Ivancevich, J. M. (1995). Human Resource Management (7th Ed.), Mc Graw-Hill, Boston.
* Pearn M. & Kandola R. (1993) Job Analysis, A manager’s Guide Institute of Personnel Management, London: McGraw-Hill.
* Schultz, D. P. & Schultz, S. E. (1990). Psychology Applied to Work, Macmillan Publishing, New York.
* Schwella, E., Burger, J., Fox, W & MÜller, J. J. (n.d.). Public Resource Management, Creda Press Eppindust 2.

**7. COURSE CONTENT, METHODS OF INSTRUCTION AND TOOLS OF INSTRUCTION**

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| **TOPIC**  | **CONTENT** | **METHOD OF ISTRUCTION** | **TOOLS**  |
| 1.INTRODUCTION  | * Over view of human resource management
* Over view of industrial relations
* Background of the personnel function
* The challenge of modern human resource management
 | Interactive lectures | Chalk / BB orPower point presentation |
| 2.HUMAN RESOURCE PLANNING  | * Rationale for human resource planning
* Interdependence between corporate planning and human resource planning
* Human resource demand forecasting
* Internal labour supply forecasting
* Succession planning
* Challenges of human resource planning
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 3.RECRUITMENT AND SELECTION  | * Nature of recruitment
* Job analysis
* Sources of recruitment
* Selection methods and techniques
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 4.HUMAN RESOURCE TRAINING AND DEVELOPMENT | * Identification of training needs
* Types of training methods
* Administration of training programs
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 5.COMPETENCE-BASED PERFORMANCE MANAGEMENT  | * Rationale and purpose of performance appraisal
* Approaches of performance appraisal
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 6.MOTIVATION | * Definition
* Purpose and practical aspects of motivation
* Theories of motivation and the relevance to human resource management
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 6.TERMS AND CONDITIONS OF EMPLOYMENT | * Management of salary and wage system
* Management of reward and compensation system
* Company rules and disciplinary procedures/conflict resolution
* Employee welfare programs
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 7.HEALTH AND SAFETY AT WORK | * The rationale for heath safety at work
* Improvement of health and safety at work
* Managing stress
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 8. TERMINATION OF THE EMPLOYMENT RELATIONSHIP  | * Types of termination
* Employee retirement plans
* Psychological contracts and the employment relation
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 9.NATURE OF INDUSTRIAL RELATIONS  | * The role of industrial relations in organisational heath and functioning
* The role of trade unions in industrial relations
* Collective bargaining and consultation
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
| 10.INFORMATION TECHNOLOGY AND HUMAN RESOURCE PERFOMANCE  | * The influence of IT on human resource performance
* Implications on human resource activities
* The challenges of integrating IT into human resource activities
 | Interactive lectures Case studiesClass presentations | Chalk / BB orPower point presentation |
|  | * Evaluation
 | Tests (2 hrs) |  |

5. **OVERALL COURSE EVALUATION**

Continuous Assessment Tests 40%

Final examination 60%