## COX3109 HUMAN RESOURCES MANAGEMENT (3 CU)

**Course Description:**

The course is designed to provide students with the ability to understand human capital management issues. It will orient students to models of human resource management, recruitment and training issues. The course will also cover reward and compensation systems.

**Objectives or Aims:**

The course will help the students to achieve the following objectives:

* Appreciate the role of human resources in attaining company goals
* Developing human resource plans
* Learning how to carry out appropriate job designs and reward systems.

**Learning Outcomes:**

Students should be able to;

* Describe the role of human resources in attaining company goals
* Design human resource plans
* Advise management on appropriate job designs and reward systems.

**Intellectual, practical and transferable skills**

* Problem solving skills, Teamwork, Communication

**Teaching and Learning Patterns**

* Use of case studies, class discussions, straight lecture, Group presentations

**Indicative Content**

Models of human resource management, human resource planning, recruitment and selections, training and development, job designs and team working systems, employee performance, reward and compensation systems, culture change initiatives, equal opportunities, HRM and trade unions, human resource control, maintaining employee discipline and dismissal.

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

**Core reading textbooks**

1. Ingham, J., (2006)[*Strategic Human Capital Management: Creating Value Through People*](http://www.amazon.com/Strategic-Human-Capital-Management-Creating/dp/0750681349/ref=pd_bbs_sr_1?ie=UTF8&s=books&qid=1208845579&sr=1-1)**(**Paperback **-** Dec 12,)
2. [*The Human Capital Edge: 21 People Management Practices Your Company Must Implement (Or Avoid) To Maximize Shareholder Value*](http://www.amazon.com/Human-Capital-Edge-Management-Shareholder/dp/0071378839/ref=sr_1_2?ie=UTF8&s=books&qid=1208845579&sr=1-2)by Bruce N. PfauPhd and Ira T. Kay Phd(Hardcover - Dec 13, 2001)
3. [*The New Human Capital Strategy: Improving the Value of Your Most Important Investment--Year After Year*](http://www.amazon.com/New-Human-Capital-Strategy-Investment-Year/dp/081440927X/ref=sr_1_3?ie=UTF8&s=books&qid=1208845579&sr=1-3) by Bradley W. Hall (Hardcover - Jan 9, 2008)
4. [Human Capital: What It Is and Why People Invest It (The Jossey-Bass Business & Management Series)](http://www.amazon.com/Human-Capital-Jossey-Bass-Business-Management/dp/0787940151/ref=sr_1_4?ie=UTF8&s=books&qid=1208845579&sr=1-4)by Thomas O. Davenport (Hardcover - Mar 19, 1999)