**IOP 1102 INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course Description:**

Although managers often receive extensive training in technical areas of their work, dealing with people is assumed to be a natural gift. Contemporary working environments, with their relentless pressures, often create situations where an understanding of psychology can enlighten and provide insight for resolution of problems.

**Course Objectives**

To introduce psychological principles and perspectives that enable managers and employees better deal with HR issues at work.

**Content**

Introduction to HRD; The role of personnel/ managerial psychology in HRM; Competence – based human resources systems; Career development; Training and development of HR specialists; HR policy; Ethics and HR; HR department’s role in organizational performance; Knowledge management and HRM&D; International HRM&D.

**Teaching methods**

Lectures, Group work assignments, Seminar presentations and discussions

**Assessment**

Evaluation of group work assignments, written papers during the semester, and Assessment of end of course exam. . CW =30% Exam = 70%

**Key References**

1. Cascio, W. F. (1998). Applied psychology in Human Resource Management (5th Ed.). Upper Saddle, NJ: Prentice-Hall.
2. Ulrich, D., Losey, M. R. & Lake, G. (eds.) (1997). Tomorrow’s HR Management: 48 thought leaders call for change. New York: John Wiley & Sons.
3. Armstrong, M. (2006). A Handbook of Human Resource Management Practice (10th Ed.). London: Kogan Page.
4. Ulrich, D. (1996). Human resource champions: the next agenda for adding value and delivering results. Boston, MA: Harvard Business School Press.
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