**IOP 2205 HUMAN RESOURCES MANAGEMENT PERSPECTIVES**

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

**Course Description:**

Whereas some practitioners maintain that HR practices add value only for employers (i.e. by making the company a better place to work), this course is premised on an line of thought that suggests that HR practices create value for all stake holders (shareholders, customer, employees), in that all benefit from effective human resources.

**Objectives of the course:**

To present central perspectives concerning the integration of HR more closely with the core business of organizations.

**Course Content:**

Models and theories of HRM, HR systems and sustained competitive advantage, I/O psychology type HR practices as organizational innovations, HR research and information systems, Strategic HRM, Government reform and HRM, Gender and HRM, HR and globalization.

**Teaching methods:**

Lectures, Group work assignments, Seminar presentations and discussions, and Writing papers.

**Learning Outcomes?**

**Assessment**

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

**Learning resources**

**References**

1. Ulrich, D., Losey, M. R. & Lake, G. (eds.) (1997). *Tomorrow’s HR Management: 48 thought leaders call for change*. New York: John Wiley & Sons.
2. Ulrich, D. (1996). *Human resource champions: the next agenda for adding value and delivering results*. Boston, MA: Harvard Business School Press.
3. Hall, L. & Torrington, D. (1998). *The human resource function: the dynamics of change and development*. London: Financial Times Professional Limited.
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