

# HCM501 Human Capital Management

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

## Synopsis:

HCM501, Human Capital Management, provides an overview of how organizations measure, manage, and grow their most important asset, people. Human capital refers to the knowledge, education, training, skills, and expertise of an organization's workforce. The module examines demographic changes and workforce diversity, recruiting strategies, selection techniques, work design challenges, training and development, performance management and feedback, employee influence, motivation and reward, as well as ethical issues in human capital management.

## Topics:

- The context of HRM
- A systems view of the employment process
- Criteria: concepts, measurement, and evaluation
- Measuring and interpreting individual differences
- Validation and use of individual differences measures
- Fairness in employment decisions
- Analyzing jobs and work
- Strategic workforce planning
- Recruitment
- Selection methods
- Decision making for selection
- Managerial selection
- Learning and development
- Performance management
- Motivation and reward
- Ethical issues in HCM

## Textbooks:

Gomez-Mejia, L.R., Balkin, D.B., and Cardy R.L: Managing Human Resources, 8th Edition 8 Pearson  
ISBN-13: 9781292097152-AA

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**Learning Outcome:**

- assess workforce flow
- design effective work systems
- create mechanisms for employee participation
- evaluate human resource policy options
- discuss human resource strategies and business needs
- examine human resource functional effectiveness

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	30
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**