

HRZ304 Human Resource Management in Theory and Practice

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

This course introduces students to the key concepts in managing human resources and the roles of the human resource management practitioners in influencing excellence in organizations.

Topics:

- Strategic Human Resource Management
- Ethical, Social and Legal Considerations in HRM
- Job Analysis and Human Resource Planning
- Recruitment and Selection
- Training and Development
- Performance Management

Textbooks:

R.Wayne Mondy and Judy Bandy Mondy: Human Resource Management, 13th Edition (Bundle ISBN 9789814718806) 13 Pearson
ISBN-13: 9780273787006-AA

R.Wayne Mondy and Judy Bandy Mondy: Human Resource Management, 13th Edition (Bundle ISBN 9789814718806) 13 Pearson
ISBN-13: 9780273787006

Learning Outcome:

- Illustrate the concept of strategic human resource management in the aviation industry.
- Develop ethical, social and legal considerations in managing human resources in organizations in the aviation industry.
- Examine the implications of managing diversity in organizations.
- Use job analysis information and human resource planning in maximizing human resources performance.
- Appraise the strategic importance of effective recruitment and selection methods used by organizations.
- Examine the roles of training and developing employees in productivity improvements in organizations.
- Evaluate the challenges faced in managing employee performance and recommend improvements on how to maximize employee commitment.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
QUIZ	20
GROUP BASED ASSIGNMENT	30
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**