

Human Resources Management (F000671)

Course size *(nominal values; actual values may depend on programme)*

Credits 5.0 **Study time 150 h**

Course offerings and teaching methods in academic year 2024-2025

A (semester 2)	English	Gent	lecture practical
B (semester 2)	Dutch, English	Gent	lecture practical

Lecturers in academic year 2024-2025

Buyens, Dirk EB23 lecturer-in-charge

Offered in the following programmes in 2024-2025

	crdts	offering
Bachelor of Science in Business Economics	5	B
Bachelor of Science in Economics	5	B
Master of Science in Business Engineering(main subject Data Analytics)	5	A
Master of Science in Business Engineering (Double Degree)(main subject Data Analytics)	5	A
Master of Science in Business Engineering (Double Degree)(main subject Finance)	5	A
Master of Science in Business Engineering(main subject Finance)	5	A
Master of Science in Business Engineering (Double Degree)(main subject Operations Management)	5	A
Master of Science in Business Engineering(main subject Operations Management)	5	A
Exchange programme in Economics and Business Administration	5	A

Teaching languages

English, Dutch

Keywords

Human resources management

Position of the course

The aim of this course is to provide the students a profound insight in the significance and the role of the human resource function in the organisation. It is the objective to discuss a number of concepts and principles regarding the strategic importance of human resource management for the organisation, in global as well as regarding its diverse activities. Using a problem based approach, students experience how they function in a team and learn how to deal with differing opinions.

Contents

During the first sessions, the role and strategic importance of the human resource function will be discussed within the broader organisational context. In this respect, a number of socio-economical evolutions and their implications for managing employees will be discussed. Consequently, the most important activity domains for human resource management will be discussed : manpower planning, recruitment, selection, career management, reward systems and appraisal systems. For each functional domain, the strategic importance together with the main activities will be discussed

Initial competences

No specific knowledge is required participating this course.

Final competences

- 1 Understand the concepts and principles regarding the strategic importance of human resource management for the organisation.
- 2 Apply the strategic meaning on the different activity domains (inflow, outflow, throughput) in HRM.
- 3 Apply the traditional performance management system to an organisation.
- 4 Assess new trends in performance management.
- 5 Acquire a critical attitude of the own learning process and of other students' learning process.
- 6 Cooperate in internationally composed teams.
- 7 Present results of a business idea in a goal-oriented way.
- 8

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Seminar, Lecture, Practical, Peer teaching

Extra information on the teaching methods

Lectures, PDE-tutorial, guided self-study.

In addition to lectures, this course is using a problem based approach. Students have to work on cases in small teams and have to structure their learning process themselves, the role of the teacher being changed to tutor. The supervisions focus on the communicative skills.

Study material

Type: Handbook

Name: HRM, Gaining a competitive advantage

Indicative price: € 70

Optional: no

Type: Slides

Name: Slides

Indicative price: Free or paid by faculty

Optional: no

Available on Ufora : Yes

Additional information: Slides (PP): for all the presentations that will be used in class there will be Handouts provided (electronically)

References

Course content-related study coaching

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment

Examination methods in case of periodic assessment during the second examination period

Written assessment

Examination methods in case of permanent assessment

Presentation, Peer and/or self assessment, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible in modified form

Extra information on the examination methods

The end of term evaluation includes a written examination. The permanent evaluation relates to the participation in and contribution to the tutorials & supervisions and the group work based on the peer assessments.

Presence during tutorials, supervisions is required: justified absences have to be reported in advance by email tot pedagogical staff member.

Calculation of the examination mark

Permanent (30%) and End-of-term (70%) evaluation.

Students who eschew one or more parts of the assessment can no longer obtain a pass mark for the course unit. Should the final mark be higher than 7/20, it will be reduced to the highest non-tolerable mark (i.e. 7/20).

When the students obtains less than 10/20 for at least one of the components, they can no longer obtain a pass mark for the course unit as a whole. If the total score does turn out to be a mark of 10 or more out of 20, this is reduced to the highest fail mark, 9/20.

If different group members clearly show a different degree of input then the final mark per student belonging to the same group, can still differ.

Facilities for Working Students

Working students should contact the lecturer in the first lesson.

Attendance at the tutorials is mandatory.