

## Strategic HRM (A005529)

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

<b>Credits</b> 5.0	<b>Study time</b> 150 h	<b>Contact hrs</b> 30.0h
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**Course offerings and teaching methods in academic year 2022-2023**

A (semester 2)	English	Gent	lecture: response lecture	2.5h
			seminar	3.75h
			lecture	16.25h
			group work	7.5h

**Lecturers in academic year 2022-2023**

Jammaers, Eline	UH	lecturer-in-charge
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**Offered in the following programmes in 2022-2023**

<a href="#">Master of Arts in Gender and Diversity</a>	<b>crdts</b> 5	<b>offering</b> A
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**Teaching languages**

English

**Keywords**

Strategic HRM, High Performance Work Systems, Selective Recruitment and Selection, Performance Management, Compensation, Talent Management, Employee Participation, Diversity Management + Gender equality, Human resource roles & International HRM

**Position of the course**

*This course is offered within the inter university master in gender and diversity and is taught at UHasselt. This also presupposes a (free) guest registration at UHasselt. See [www.mastergenderendiversiteit.be](http://www.mastergenderendiversiteit.be) for more practical information. If you wish to select this course as an elective course within a different study program than the Master's program in Gender and Diversity, please contact the responsible lecturer. If you wish, however, to follow this course within a credit contract, you have register directly at UHasselt.*

The course aims to provide an introduction to strategic HRM in the changing world of work with references to up to date HR issues in organisations.

**Contents**

- Strategic HRM in the twenty-first century
- Human Resource Management and Performance - adding value through people
- Mutual gains for employer and employees
- High Performance Work Systems
- Selective Recruitment and Selection
- Performance Management
- Compensation
- Talent Management
- Employee Participation
- Diversity Management & Gender equality
- Human resource roles & International HRM

**Initial competences**

Basic principles of management (functional areas) and/or social sciences

**Final competences**

- 1 The student is able to autonomously build knowledge from scientific texts on HRM.

- 2 The student is able to compare and critically analyze different theoretical perspectives and insights concerning HRM-related issues.
- 3 The student is able to use insights in the scientific literature to solve HR problems, analyse cases, and evaluate alternative policies.
- 4 The student is able to autonomously collect relevant information to analyze empirical cases.
- 5 The student can critically analyze HRM-related theories and practices from both an economic and an ethical perspective.
- 6 The student is able to evaluate alternative HRM policies and make strategic decisions on HRM in function of the overall business strategy.
- 7 The student is able to make strategic decisions on HRM issues, to evaluate their economic and societal impact and to formulate alternatives.
- 8 The student is able to function in a team and to make a proactive contribution to the planning and the execution of the group assignment.
- 9 The student is able to evaluate when guidance is needed and to take action in case of problems during group assignments.
- 10 The student can present his/her own scientific work in an appropriate manner and can stimulate dialogue with the audience.

#### **Conditions for credit contract**

This course unit cannot be taken via a credit contract

#### **Conditions for exam contract**

This course unit cannot be taken via an exam contract

#### **Teaching methods**

Group work, Seminar, Lecture, Lecture: response lecture

#### **Learning materials and price**

Boselie, P. (2014) Strategic Human Resource Management: A Balanced Approach. 2nd Ed. London: McGraw Hill.

#### **References**

#### **Course content-related study coaching**

Throughout the group project, students are supported by means of 'coaching sessions' with feedback via google documents. It is specified in the guidelines for the project at which points in the stepwise procedure groups are requested to submit their work for feedback. For some of these feedback moments strict deadlines apply.

#### **Assessment moments**

end-of-term and continuous assessment

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

Written examination

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

Written examination

#### **Examination methods in case of permanent assessment**

Oral examination

#### **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**

Closed-book exam: 70%

Group presentation: 30%

#### **Calculation of the examination mark**

Closed-book exam: 70%

Group presentation: 30%