

Human Resource Management (F710228)

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

Credits 3.0 **Study time 90 h**

Course offerings and teaching methods in academic year 2024-2025

A (semester 2)	Dutch	Gent	lecture
			seminar
			independent work

Lecturers in academic year 2024-2025

Schollaert, Eveline	EB23	lecturer-in-charge
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Offered in the following programmes in 2024-2025

	crdts	offering
Bachelor of Science in Business Administration	3	A
Master of Science in Speech Language and Hearing Sciences(main subject Audiology)	3	A
Master of Science in Complementary Studies in Business Economics(main subject Business Economics)	3	A
Master of Science in Nursing and Midwifery(main subject Implementation Science in Health Care)	3	A
Master of Science in Speech Language and Hearing Sciences(main subject Logopaedics)	3	A
Linking Course Master of Science in Business Administration	3	A
Preparatory Course Master of Science in Business Administration	3	A
Elective Set Business Economics	3	A

Teaching languages

Dutch

Keywords

Human resource management, HRM, personnel management, sustainability

Position of the course

The success of an organization largely depends on its human capital and the way in which it is (mis)managed. A good knowledge of the basic principles of human resource management is therefore essential in a managerial or business-administrative function. This course also pays attention to some sustainability topics, such as career management with specific focus on the individual employees. This course offers a general introduction to the field of human resource management (HRM), addressing all subdomains of the HR cycle.

Contents

- Introduction to strategic HRM
- Job analysis
- Recruitment
- Selection (and in a sustainable and objective way assessing candidates)
- Training and development
- Performance management
- Reward management
- Career management and providing sustainable support to employees' careers

Initial competences

Final competences

- 1 Acquire insight into the importance of (managing) human capital for the success of an organization
- 2 Know basic principles of human resource management

- 3 Know the different components of the HRM cycle
- 4 Knowing and understanding HR techniques focused on the inflow and flow of personnel in the organization.
- 5 Apply HR techniques focused on the inflow and flow of personnel in the organization and formulate recommendations for a case from the real life business context.
- 6 Understand the implications of HRM for sustainability

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

Access to this course unit via an exam contract is unrestricted

Teaching methods

Seminar, Lecture, Independent work

Study material

Type: Handbook

Name: HRM theory meets reality: How to manage your human capital in public and private sectors?

Indicative price: € 38

Optional: no

ISBN : 978-9-46494-666-6

Online Available : No

References**Course content-related study coaching**

Interactive support through Ufora, opportunity for questions and feedback during and after class

Assessment moments

end-of-term assessment

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

Written assessment with multiple-choice questions

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

Written assessment with multiple-choice questions

Examination methods in case of permanent assessment**Possibilities of retake in case of permanent assessment**

not applicable

Calculation of the examination mark