

Strategic Human Resource Management (F710336)

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

Credits 4.0 **Study time 120 h**

Course offerings and teaching methods in academic year 2024-2025

A (semester 1)	English	Gent	seminar lecture	0.0h
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Lecturers in academic year 2024-2025

Kozusznik, Gosia	EB23	lecturer-in-charge
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Offered in the following programmes in 2024-2025

	crdts	offering
Master of Science in Teaching in Economics(main subject Business Administration)	4	A
Master of Science in Business Administration(main subject HRM and Organizational Management)	4	A
Exchange programme in Economics and Business Administration	4	A

Teaching languages

English

Keywords

Strategic Human Resource Management, Performance Management, Strategic management, Sustainable HRM

Position of the course

The overall objective of the course 'Strategic Human resource Management is to enhance the understanding of the key strategic contribution of HRM in organizations.

Contents

Many organizations are convinced that management of human resources makes the difference. Important aspects are strategic, competency and performance oriented employment within the framework of a managerial logic that combines high performances, wellbeing and societal impact. The course offers an integrative approach by offering cases, insights and scientific evidence to make students familiar with theoretical and conceptual insights in Strategic HRM. A broad but critical view on Strategic HRM and the application in practice is an important goal of this course.

Initial competences

A basic understanding of psychological, sociological and economic insights

Final competences

- 1 Insight into the importance of the relationship between performance management and Human Resource Management
- 2 Understanding the development of a strategic and sustainable Human Resource Management in the organization
- 3 Being able to handle the model of HRM by using insights of the handbook and cases.
- 4 Situating some different contemporary developments of HRM in a strategic HRM framework
- 5 Be able to situate the strategic approach of Human Resource Management in the framework of a sustainable approach.

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

Group work, Seminar, Lecture

Extra information on the teaching methods

Lectures, in-class cases, reading assignments.

Group work: prepare presentation (based on interview(s) and/or survey(s))

Study material

Type: Handbook

Name: Strategic Human Resources management: A balanced approach.

Indicative price: € 51

Optional: no

Language : English

Author : Paul Boselie, Beatrice van der Heijden

ISBN : 978-1-52684-951-9

Oldest Usable Edition : 2024

Available in the Library : Yes

Available through Student Association : Yes

Type: Slides

Name: Strategic HRM sessions

Indicative price: Free or paid by faculty

Optional: no

Language : English

Available on Ufora : Yes

Type: Audiovisual Material

Name: Knowledge pills

Indicative price: Free or paid by faculty

Optional: no

Language : English

Available on Ufora : Yes

References

Course content-related study coaching

Feedback during and/or after sessions.

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

Possibilities of retake in case of permanent assessment

examination during the second examination period is not possible

Extra information on the examination methods

- Multiple choice final exam.

- In-class group presentations.

Calculation of the examination mark

80% written exam

20% in-class group presentation

When the student obtains less than 10/20 for the written exam, he/she can no longer pass the course unit as a whole. If the total score does turn out to be a mark of ten or more out of twenty, this is reduced to the highest fail mark (9/20).

Resit examination: the calculation of the final score remains the same. The score of the part 'in-class group presentation' is transferred to the resit examination period. It is not possible to retake this part.

