

MODULE: MANAGING HUMAN RESOURCES (course code BABSH-HR)

GRIFFITH COLLEGE DUBLIN – BUSINESS STUDIES

FALL SEMESTER

PRE-REQUISITE: 1 semester Business Management or similar

INTRODUCTION

This module provides students with an in-depth understanding of the major human resource issues involved in managing a workforce in business organisation. The module explores the relationship between an organisations strategy, its culture and its HRM policies and procedures.

SYLLABUS

THE NATURE OF HUMAN RESOURCE MANAGEMENT

- Introduction
- History of personnel management
- Personnel role in the organisation
- Strategy, policy and practice in personnel management

BUSINESS STRATEGY; PERSONNEL MANAGEMENT AND HUMAN RESOURCE MANAGEMENT

- The Strategic role of Human Resource Management
- Models of links between Business Strategy and Human Resource Strategy

Recruitment and Placement

- Human Resource Planning
- Job Analysis
- Recruitment
- Selection

Training and Development

- Work Design and Motivation
- Training and Developing Employees
- Appraising and Managing Performance
- Managing Careers and Fair Treatment

Reward Management

- An effective reward system
- Job Evaluation
- The Reward Package
- Financial and non-financial Rewards