

Course title	Human Resource Management
Course code	
Type of course	Optional
Level of course	Undergraduate
Year of study	Third (3 ^d)
Semester	Sixth (6 th)
ECTS credits	5
Name of lecturer(s)	Professor Leonidas Maroudas
Aim of the course	The subject of the course is to analyze the conceptual background and the historical evolution of human resource management, as well as to present the contemporary policies and practices that affect the behavior, the attitude and the performance of the human resources. The course includes: a) Critical review of contemporary concepts concerning the management of human resources, employment relations and organizational strategies for an effective use of human resources as the primary means of gaining competitive advantage. b) Presentation of contemporary theoretical approaches as opposed to current methods and practices of industrial relations and human resource management.
Learning outcomes	At the end of this course students will be able to: <ol style="list-style-type: none"> 1. Critically understand and interpret the principals and the practices of human resource management, both in academic and organizational perspective. 2. Implement the basic concepts of human resource management in the business environment. 3. Develop ideas and arguments about the contemporary problems of employment relations.
Competences	At the end of this course students will have further developed the following

	<p>competences:</p> <ol style="list-style-type: none"> 1. Ability to implement skills related to human resource management practices; attracting and selecting candidates, appraisal, labour relations. 2. Present aspects and solutions to problems involving the basic functions of human resource management, in the form of a brief report/sort essay.
Prerequisites	Acquaintance with the analysis of economic, social and political parameters of the internal and external environment of the enterprise, as well as the procedure by which the structures and cohesion mechanisms of social groups are formed.
Course contents	<ol style="list-style-type: none"> 1. Introductory concepts. Theoretical background and contemporary problematic of human resource management. 2. Orientation, forecasting, planning and assessing human resource needs. 3. Selection, recruitment, training, career development and mobility of personnel: theory and methods used in practice. 4. Compensation policy: wage systems, premiums and fringe benefits 5. Employer strategies for human resource management and conflict resolution.
Recommended reading	<ol style="list-style-type: none"> 1. Noe, R. et al. (2003), <i>Human Resource Management: Gaining a Competitive Advantage</i>, McGraw-Hill, Ελληνική μετάφραση: Εκδόσεις Παπαζήση. 2. Schuler, R., and Jackson, S. (1996), <i>Human Resource Management</i>, West Publ., New York. 3. Brabet J. (ed.), <i>Repenser la Gestion des Ressources Humaines?</i>, Economica, Paris, 1993. 4. Dessler, G. (2011), <i>A Framework for Human Resource Management</i>, 6th

	<p>edition, Prentice Hall, Ελληνική μετάφραση, Εκδόσεις Κριτική.</p> <p>5. Harvard Business Review (1999), <i>Harvard Business Review on Managing People</i>, Ελληνική μετάφραση: Εκδόσεις Κλειδάριθμος.</p> <p>6. Smith, S. and Mazin, R. (2004), <i>The HR Answer Book: An indispensable Guide for Managers and Human Resources Professionals</i>, AMACOM, New York, Ελληνική μετάφραση: Εκδόσεις ΚΕΡΚΥΡΑ.</p> <p>7. Storey J. (ed.), (1991), <i>New Perspectives on Human Resource Management</i>, Routledge, London.</p>
Teaching and learning methods	Lectures, Case Studies, Educational Films, Individual and Group Assignments
Assessment and grading methods	The grade is calculated as the weighted average of the written test (40%) and an assignment (60%). Greek grading scale: 1 to 10. Minimum passing grade: 5
Language of instruction	Greek.