

# Global Learning Semesters

## Course Syllabus

Course: HOSP-610 Organization and Human Resources Management

Department: Hospitality and Tourism

Host Institution: University of Nicosia, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HOSP-610	Organization and Human Resources Management	4
Semester Offered	Contact Hours	Prerequisites
Please contact us	42-45	Graduate Standing
Department	Level of Course	Language of Instruction
Hospitality and Tourism	Upper Division	English

### Course Description

This is a study of human behavior, individual differences, and performance in organizational settings, such as the SMEs. Using an interdisciplinary approach, this course draws on concepts from a variety of areas including topics related to the development of interpersonal communication, technical and conceptual skills, selection practices, training and development programs, and performance evaluation.

Structural changes in the world economy gave rise to new competitive forces that in turn pose enormous challenges to organizations. These ongoing changes have reshaped the work place as the understanding of human behavior in organizations and the crucial role of human resources become increasingly critical in achieving strategic organizational objectives. Students will come to realize that developing human skills is the key to successful performance. Special emphasis is given to performance measurement and reward systems. Case studies and appropriate behavioural films are used extensively.

Thus, the principal objectives are:

1. to enable students to develop a sound understanding of Organizational Behavior,
2. to understand the strategic role of organizational behavior in Human Resource Management, and its importance to corporate development and,
3. to equip students with the necessary skills to become more effective in responding to global and cultural diversity in different international environments.

### Prerequisites

Graduate Standing

### Topic Areas

1. Identification of the fundamental characteristics of the field of Organizational Behavior as they apply to the SMEs.
2. Development of Human Resource Management thinking through the study of the theories and principles, and their applicability to specific case studies within the SMEs.
3. Development of an understanding that developing human skills is the key to successful performance, especially within the SMEs

4. Broadening the students' understanding and appreciation of Organizations and Human Resource Management issues as they affect and are affected by basic strategic trends such as globalization, technological demands, workforce demographics and others, within the context of the SMEs.

## Readings and Resources

### Required Textbooks

1. Greenberg, J. & Baron, R.A., (2003) Behavior in Organizations. Prentice Hall.
2. Dessler, Gary (2003). Human Resource Management, 9<sup>th</sup> edition. Prentice Hall.

### Recommended Reading

1. Noe, R.A. et al., (2003). Human Resource Management: Gaining a Competitive Advantage, 4<sup>th</sup> ed., Boston: McGraw-Hill/Irwin.
2. Mendenhall, M. & Oddou, G. (2000). Readings and Cases in International Human Resource Management. South-Western College Publishing.
3. Legge, K. (1995). Human Resource Management, Management, Work and Organizations. McMillan Business.
4. Noe et al., (2000). Human Resource Management, Management, Gaining a Competitive Advantage. McGraw Hill.
5. Wohlberg, Janet W., Gilmore, Gail E. and Wolff, Steven B. (1998). "OB in Action: Cases & Exercises" 5<sup>th</sup> ed. Boston. Houghton Mifflin Co.
6. French, W. L. (1998). Human Resources Management. 4<sup>th</sup> ed. Boston: Houghton Mifflin.
7. Articles from the Journal of Human Resources, Human Resource Management Review, Harvard Business Review, Journal of Organizational Behavior, Journal of Organizational Behavior Management, Trends in Organizational Behavior, Fortune, Business Week, Entrepreneurship Theory and Practice, International Small Business Journal, etc.