

# Global Learning Semesters

## Course Syllabus

Course: MGT-381 Human Resource Management

Department: Management and MIS

Host Institution: University of Nicosia, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
MGT-381	Human Resource Management	3
Semester Offered	Contact Hours	Prerequisites
Please contact us	42-45	MGT-281 and Junior or Senior Standing
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

### Course Description

- Evaluate the impact of the environment within which organizations operate and identify opportunities and threats to the effective use of human resources.
- Critically evaluate different approaches to the management of employees.
- Develop a human resource strategy together with specific recommendations for its implementation to meet corporate organizational goals.

### Prerequisites

MGT-281 and Junior or Senior Standing

### Topic Areas

1. Introduction to HRM
2. Challenges/Environmental Influences
3. Equal Employment Opportunities
4. Job Requirements/Planning
5. Recruitment/Selection
6. Training/Development
7. Rewarding
8. Improving Productivity
9. Communication
10. Employee Relations
11. HRM Audit
12. International HRM

### Readings and Resources

#### Required Textbook

- Sherman, A., Bohlander, G., and Snell, S. Managing Human Resources, 12<sup>th</sup> edition. Dryden Press, 1999.

#### Recommended Reading

- Armstrong, M. Handbook of Personnel Management Practice, Kogan Page, 1995.

- Dowling, P. et al. International dimensions of Human Resource Management, Wadsworth Publishing, 1994.
- Hodgetts, R. M. and Luthans, F. International Management, McGraw-Hill, 1997.
- Torrington, D., and Hall, L. Personnel Management, HRM in Action, Prentice Hall, 1995.