

Global Learning Semesters

Course Syllabus

Course: MGT-481 Human Resource Management

Department: Management and MIS

Host Institution: University of Nicosia, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
MGT-481	Human Resource Management	3
Semester Offered	Contact Hours	Prerequisites
Fall, Spring	42	MGT 281 and Junior or Senior Standing
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

The broad aim of the course is to familiarize students with the principles of modern Human Resource Management, and how the new strategic systems approach can be used in the management of personnel. Furthermore, it will increase awareness of the critical factors, which, if managed properly, can help to increase personnel efficiency and welfare. The course is delivered through a mixture of lectures, case studies, role-playing and assignments.

Instructor

Panikkos Constanti

Course Aims and Objectives

By the end of the course the student should be able to:

- 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.

Course Teaching Hours

42 hours. The course is delivered during the Fall and Spring semesters in 14-weeks (3 hours/week).

Evaluation and Grading

Homework and Assignments: 50%
Class Activities: 10%
Final Exam: 40%

Readings and Resources

Required Reading

Noe et al, (2004) Fundamentals of Human Resource Management, International Edition. McGraw-Hill.

Recommended Reading

Bernadin, H and Russell, J (1998). Human Resource Management: An experiential approach, McGraw-Hill
Sherman, A., Bohlander, G., and Snell, S. (1998) Managing Human Resources, Dryden Press; Cincinnati.
Dowling, P. et al (1994) International dimensions of Human Resource Management, Wadsworth Publishing.
Hodgetts, R. M. and Luthans, F. (1991, 1994, 1997) International Management, McGraw-Hill.
Torrington, D., and Hall, L. (1995) Personnel Management, HRM in Action, Prentice Hall.