

Human Resource Management

This module will provide the students with an in-depth understanding of the strategic and coherent approach to an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business. This module will also focus on effective business practices in the hospitality industry, like performance and reward management, to ensure the motivation and success of the human resource of the company. They will be introduced to different learning theories and styles, helping them reflect on their learning experience and increasing their effectiveness as independent self-learners. In addition, they will be involved with personal development planning (PDP) to improve their employability and professional skills.

Learning outcomes

On successful completion of this module, students should be able to:

- To have an understanding of the purpose, importance, and philosophy of human resource management and be able to trace the historical development of the field.
- To understand the internal organizational and external environmental factors influencing the implementation of human resource management policies.
- To evaluate the contribution of individual human resource activities to improving the quality of work life of employees and increasing productivity and effectiveness of organizations

Syllabus

- Introduction to HRM
- Strategic HRM
- Job Analysis and Job Design
- Human Resource Planning
- Recruitment and Selection
- Motivation and Work Behaviour
- Managing and Evaluating Employee Performance
- Human Resource Development
- Managing Compensation, Rewards and Performance Management

Lesson Plan

Session	Subject
1	Introduction to HRM
2	Strategic HRM
3	Job Analysis and Job Design
4	Human Resource Planning
5	Recruitment and Selection
6	Recruitment and Selection
7	Motivation and Work Behaviour
8	Managing and Evaluating Employee Performance
9	Human Resource Development
10	Managing Compensation, Rewards and Performance Management
11	Managing Compensation, Rewards and Performance Management
12	In class test/Presentation
13	Revision
14	Revision

Recommended Textbook

'Text for Human Resource Management', Author: Zhang Yi Chi, Bei Jing University Publisher.

Eade, Vincent H.; Boella, M. J.; Goss-Turner, Steven (2005). Human Resources Management in the Hospitality Industry: An Introductory Guide. 8th ed. Oxford: Elsevier/Butterworth-Heinemann.