

Course form to fill in (2022-2023)

Course title:

Strategic Human Resource Management

Staff responsible for the course:

Lecturers:

First Name + Name
Dr. Teal McAteer

1) COURSE PRESENTATION

Aims:

Draw up a list of competencies and/or skills that the student should have acquired or improved at the end of the course.

You must fill in the field under the format "the student should be able to..." using action verbs such as define, realise, control... *(This description should not take more than ten lines)*

At the end of the course, the student should be able to:

- (1) Describe the key principles and concepts of Strategic Human Resource Management (SHRM)
- (2) Appreciate and explain the contribution of SHRM to organizational effectiveness
- (3) Contribute to the design and implementation of HR practices in organizations
- (4) Apply knowledge and skills related to SHRM to a wide range of organizational issues

Prerequisites:

You must not write courses' codes or names, but identify the preliminary skills as the knowledge or the know-how needed to efficiently follow this course.

Write it out in terms of knowledge and methodologies required to follow this course (this would help students from direct entry to position themselves). *(This description should not take more than five lines)*

Basic understanding of business and organizational practices.

Course contents:

Here, an abstract of the course can be given or the different chapters of the course can be simply written down.

(The description should not take more than ten lines)

This course provides a basic knowledge of the key aspects of managing human resources in domestic and multinational organizations, emphasizing the link between human resource policies & practices and organizational strategy. Topics include human resource planning, recruiting & selection, training & development, performance management, discipline to discharge systems, as well as recent developments and future trends in strategic HRM. An additional underlying course focus will be on individual career development.

2) WORKING LOAD

Here, you should allocate the effective working load of the course, including an estimation of the personal work required from the student.

TABLE 1

Course's types	Number of hours	Notes
<u>Effective presence</u>		
- <i>Magistral Course</i>		
- <i>Interactive Course</i>	16	
- <i>Tutorials</i>		
- <i>Coaching</i>		
- <i>PBL Course</i>		
<u>Training from a distance</u>		
- <i>Video-conferences</i>		
- <i>Webinars</i>		
<u>Self-learning</u>		
- <i>Books 'readings</i>	3	
- <i>E-learning</i>		
- <i>Research</i>		
<u>Outdoors-training</u>		
- <i>In firms</i>		
- <i>Internship</i>		
<u>Personal work</u>		
- <i>Group Projects</i>		
- <i>Individual Projects</i>	2	
- <i>Personal work</i>	5	
Total working time for the student	26	

3) EDUCATIONAL METHODS

Tick here the different educational methods used:

- Coaching
- x Case Study
- x E-Learning and/or Self-learning
- Interactive courses
- x Presentations
- Projects
- Research
- x Seminars
- Tutorials
- Visits

4) ASSESSMENT

Sum up briefly the course assessment's mechanism (*two or three lines*) in order to introduce the assessment's table that you have to complete below (table n°2).

Students will be assessed on a combination of modalities. Each student will be responsible for submitting a Reflection on a pre-assigned HBR Article. Students will also be required to submit a Career Development Report utilizing relevant course material as well as delivering an oral presentation based on this report. There will also be a final exam on the entire course content.

You must also define clearly how feedback will be given to students (in accordance with the feedback policy).

Students will receive both verbal and written feedback on their assessments.

List the assessment for each modality.

TABLE 2

Modality	Type of control	Length (h)	Number	Weighting (%)
<u>Continuous assessment</u>	Continuous assessment			
	Mid-term exam			
	Participation			
	Oral presentation	10 minutes	1	10
	MCQ			
<u>Final exam</u>	Oral final exam			
	Written final exam	1		50
<u>Others</u>	Case study			
	Group Project			
	Individual Project			
	Written Career Development Report		1	25
	HBR Article Reflection		1	15
Total				100%

5) RECOMMENDED READING

Internet Resources:

Please indicate here if you use the school intranet site to put on-line documents and/or if you advise the visit of web sites to students.

A selection of articles from Harvard Business Review (HBR) will be posted on the school intranet site. These will be required readings and serve as the basis for both in-class seminars/discussions as well as individual written assignments.