



HUMAN RESOURCES

TIMES:

Tuesday, 15:15-16:45

Wednesday, 20:00-21:30

Thursday, 18:30-20:00

INTRODUCTION

This course will analyze Human Resources Management (HRM) from multiple perspectives: economics, sociology, social psychology and the law and, at the same time, considering that essentially HRM is mostly a strategic tool for the firm. Its design corresponds to the general manager. Keeping in mind that everyone is a human resource within a firm, good HRM practices are key to business success, therefore is not all a matter of the "personnel" department.

COURSE OBJECTIVES

The course aims at developing the necessary skills about how to:

1. Develop a human resources strategy consistent with business strategy.
2. Attract, select, evaluate and develop talent.
3. Motivate in many different ways and reward performance.
4. Understand and administer career plans and concerns.

5. Manage communication within the workplace.

TOPICS

1. HR Policies, Consistency, Environment and Strategy.

2. The Employment Relationship.

3. Job Design. The Manager's Job

4. Recruitment and Selection.

5. Training.

6. Compensation Systems: Forms, Bases, and Distribution of Rewards

7. Evaluation, Promotion, Career Concerns and Employee Separation.

8. HR Policies and the HR Department: Managing Communication.

Bibliography

I will use the following textbook:

- Jim Baron and David Kreps. *Strategic Human Resources*, Wiley, 1999.

A course reader: there will be a readings package with many articles, cases and book chapters to be discussed in class

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GRADING POLICY

The course grade will be determined on the following bases. **To pass the course, you need to attend and pass a final exam. If you do not attend the final exam, your grade will be "Not Presented."**

In case of passing the final exam (i.e. with a grade of five or higher) and take the optional midterm

Midterm :	20 %
Problem sets, class cooperation and participation	30 %
Presentation and report	20 %
Final Exam	30 %

If you pass he final exam, and do not take the optional midterm

Problem sets, class cooperation and participation	30 %
Presentation and report	20 %
Final Exam	50 %

If you do not pass he final exam,

Final Exam:	100 %
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The same grading rules apply to the extraordinary September exam.
(The final exam grade will be replaced with the extraordinary September exam grade.)