C18GH Human Behaviour in the Workplace (GA)

COURSE DETAILS
Course Code: C18GH
Full Course Title: Human Behaviour in the Workplace (GA)
SCQF Level: 8
SCAF Credits: 15
Available as Elective: No

DELIVERY LEVEL
Undergraduate: Yes  Postgraduate Taught: No  Postgraduate Research: No
Additional Information:

COURSE AIMS
This course aims to;

• introduce students to the study of Human Resource Management

• to explain how soft side of people management is underpinned by the theories and concepts of HRM

• to demonstrate how HRM can help understand people management related issues at work

• Encourage critical understandings of the relevance of HRM in managing people/work

LEARNING OUTCOMES – SUBJECT MASTERY
At the end of this course, students should be able to;

• Identify key HRM functions within organisations

• Explain how different HRM functions are linked to each other

• Understand current issues in relation to HRM

• Observe how the concepts and theories of HRM are applied in managing contemporary organisations

• Be critically aware how theory and practice differ in managing human resource in contemporary organisations confronted with economic crisis.
### LEARNING OUTCOMES – PERSONAL ABILITIES

At the end of this course, student should have developed competencies to;

- Recognize HRM issues/problems at work

- Recommend possible solutions to the identified problems/concerns

- Demonstrate awareness of the 'people' challenges faced by managers.

At the end of this course, student should have developed competencies to;

- Work independently and with peers

- Work in team/group environment

At the end of this course, student should have developed:

- Analytical skills

- Critical thinking skills

- Effective academic writing skills

- Presentation skills
C18GH Human Behaviour in the Workplace (GA)

- Introduction to HRM
- Managing employment relations
- Job analysis
- Human Resource Planning
- Recruitment
- Selection
- Hiring and Induction
- Training and Development
- Performance Evaluation
- Employee absenteeism
- Employee involvement and participation
- Employee Turnover, retention management
- Reward Management
- Introduction to diversity management and the role of HRM

COURSE RELATIONSHIPS
N/A

LOCATION AND ASSESSMENT METHODS

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