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

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
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- Presentation skills

SYLLABUS

- 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
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- Introduction to diversity management and the role of HRM

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