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
• Introduction to diversity management and the role of HRM

COURSE RELATIONSHIPS

N/A

LOCATION AND ASSESSMENT METHODS

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