## COURSE DETAILS

<table>
<thead>
<tr>
<th>Course Code:</th>
<th>C18GH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Course Title:</td>
<td>Human Behaviour in the Workplace (GA)</td>
</tr>
<tr>
<td>SCQF Level:</td>
<td>8</td>
</tr>
<tr>
<td>SCAF Credits:</td>
<td>15</td>
</tr>
<tr>
<td>Available as Elective:</td>
<td>No</td>
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## DELIVERY LEVEL

<table>
<thead>
<tr>
<th>Undergraduate:</th>
<th>Yes</th>
</tr>
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<tbody>
<tr>
<td>Postgraduate Taught:</td>
<td>No</td>
</tr>
<tr>
<td>Postgraduate Research:</td>
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## 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
## 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
C18GH Human Behaviour in the Workplace (GA)

- Introduction to diversity management and the role of HRM

COURSE RELATIONSHIPS
N/A

LOCATION AND ASSESSMENT METHODS

<table>
<thead>
<tr>
<th>Edi</th>
<th>SBC</th>
<th>Ork</th>
<th>Dub</th>
<th>Malay</th>
<th>IDL</th>
<th>COLL</th>
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<th>OTH</th>
<th>Method</th>
<th>Weight</th>
<th>Exam Mins</th>
<th>Type</th>
<th>Diet</th>
<th>Synoptic Course</th>
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<tbody>
<tr>
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