

Module Syllabus

Course	Master of Business Administration
Module Title	Human Resource Management Practice
Module Syllabus no. (if any)	BD41 5035S
Year offered	2012
Start date	Feb 2012 / Sep 2012
End date	Feb 2013/ Sep 2013
Syllabus / Content / Learning Outcomes	<ul style="list-style-type: none"> ✓ Critically examine the meaning of HRM vs. Personnel Management in terms of how people are managed as part of a complex organisation. ✓ Demonstrate an awareness of current issues in HRM theory and practice. ✓ Be aware of how the different elements of HRM relate to each other to provide a logical coherent whole. ✓ Explore methodologies for measuring the effectiveness of HRM as a value-added activity.
No of teaching hours	24 Hours
Teaching Methods	Lectures, tutorials, case-studies analysis, research journals and group discussion.
Assessment Methods and Weightages	4000 Word Assignment (100%)
Skills for maximising learning outcomes	Reading and research
Dates of examinations, major assessments and assignments	May, 2012 / Dec, 2012 / May, 2013
Recommended text	Torrington. D, Hall. J, and Taylor. S (2008) Human Resource Management (7 th edition), Harlow: Prentice Hall.
Additional reference texts (if any)	<p>Foot. M and Hook. C (2008) Introducing Human Resource Management (5th edition): Prentice Hall</p> <p>Gibb. S (2008) Human Resource Development: Process, Practices & Perspectives, Palgrave McMillan</p> <p>Henderson.I (2008) Human Resource Management for MBA Students, CIPD</p> <p>Leopold, J., Harris, L. and Watson, T. (2005) The Strategic Managing of Human Resources. Harlow: Prentice Hall.</p> <p>Millmore, M. Lewis, P. Saunders, M, Thornhill, A. and Marrow, T. (2007) Strategic Human Resource Management. Harlow: Pearson Education.</p> <p>Needle, D. (2004) Business in Context. An introduction to business and its environment. London: Thompson.</p>

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	Sisson, K. and Storey, J. (2003) The Realities of Human Resource Management. Managing the Employment Relationship. Maidenhead: Open University Press. Ulrich. D and Brockbank. W (2005) The HR Value Proposition: Harvard Business School Press
Additional Remarks (if any)	

Lesson No.	Learning Outcome
1	HRM in context
2	Strategic HRM
3	Resourcing the organisation
4	Establishing a performance culture
5	Managing the employment relationship
6	The strategic learning process
7	International perspectives
8	Evaluating the contribution of HRM