

Human Resources Management

Course Name	Course type (credit/hours)	Elective course(3/3)		Course code	I086
	Target students Division/major/grade	Business Administration/Sophomore		Opening semester	2018 1ST SEMESTER
	Class time and classroom	Mon 8.5(Da115) Mon 9.5(Da115) Mon 10.5(Da115)		English Grade	A(100%English)
Reference to this course	Prerequisite courses				
	Related basic courses				
	Recommended concurrent courses				
	Related advanced courses				
Instructor	Name (title/division)		Kyoungshin Kim(Lecturer, Business Administration)		
	Office Room Number		Office phone Number		e-mail
	Office hours		Homepage address		
Teaching Assistant	Name (title/division)				
	Office Room Number		Office phone Number		e-mail

1. Introduction

This course offers the opportunity to learn the foundations of human resource management (HRM). This course will cover major topics of HRM including recruitment, selection, training and development, performance management, compensation and benefits, and labor relations as well as their applications in practice.

2. Course Objectives

The objectives of this course are to help students to develop a comprehensive knowledge of HRM as well as to recognize important issues in today's HR environment. Students who successfully complete this course will be able to:

- Explain each of major HRM functions and processes from recruitment to selection, retention and separation, performance management, training and development, compensation and benefits, and labor relations.
- Identify emerging trends, opportunities, and challenges associated with HRM in contemporary organizations.
- Address how HRM relates to organizations' success.

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K2	Students are capable of analyzing data and solving problems arisen in business/E-business practices. (Applicable Knowledge)
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3. Class types and activities

This course will be a combination of lecture and class discussion. Students are expected to read the assigned chapter before each class in order to be prepared to participate in class discussions. To facilitate class discussions, this course may form groups.

This course includes one session for students to present their case studies. For this presentation, each of you will be asked to introduce one of the organizations in your country or Korea or your interest and its HRM practices. You will be expected to illustrate the organization and analyze your selection from a HRM perspective. You may work on this assignment as a group depending on the size of this class.

Course materials (e.g., lecture notes, additional readings, etc.) will be uploaded to the university's system before the class. Also, announcements relating to this course will be made through this system, so please check it on a regular basis.

4. Teaching Method

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|---|---|
| <input checked="" type="checkbox"/> lecture | <input checked="" type="checkbox"/> discussion and debate |
| <input checked="" type="checkbox"/> team project(presentation and case studies) | <input type="checkbox"/> experiments(role-playing,etc) |
| <input type="checkbox"/> designing and production | <input type="checkbox"/> on-site learning(on-site training) |
| <input type="checkbox"/> others | |

5. Support Systems in Use

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|--|---|---|
| <input checked="" type="checkbox"/> AjouBb | <input type="checkbox"/> automatic recording system | <input type="checkbox"/> web-based assignment |
| <input type="checkbox"/> cyber lecture | <input type="checkbox"/> online content | |
| <input type="checkbox"/> class behavior analyzing system | <input type="checkbox"/> others | |

6. Teaching Tools

<input type="checkbox"/> PBL(Problem Based Learning)	<input type="checkbox"/> CBL(Case Based Learning)	<input type="checkbox"/> TBL(Team Based Learning)
<input type="checkbox"/> UR(Undergraduate Research)	<input type="checkbox"/> FL(Flipped Learning)	<input type="checkbox"/> DSAL(Data Science Active Learning)
<input type="checkbox"/> others		

7. Knowledge and ability required for taking this course

8. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance			
midterm exam	1	35	
final exam	1	35	
quiz			
presentation	1	20	Case study: Best HRM practices
discussion			
homework			
etc	1	10	Class participation
study hours			

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Main	Human Resource Management (9th edition)	Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M.	McGrawHill Education	2015

10. Class system and Class shedule

< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
1	Course overview: Introduction to HRM	E	Kyoungshin Kim	Lecture		
2	The analysis and design of work	E	Kyoungshin Kim	Lecture/ class discussion		
3	HR planning and recruitment	E	Kyoungshin Kim	Lecture/ class discussion		
4	Selection and placement	E	Kyoungshin Kim	Lecture/ class discussion		
5	Training	E	Kyoungshin Kim	Lecture/ class discussion		
6	Performance management	E	Kyoungshin Kim	Lecture/ class discussion		
7	Development	E	Kyoungshin Kim	Lecture/ class discussion		
8	Mid-term exam	E	Kyoungshin Kim			
9	Separation and retention	E	Kyoungshin Kim	Lecture/ class discussion		
10	No class (holiday)	E	Kyoungshin Kim	Lecture/ class discussion		
11	Pay structure decisions	E	Kyoungshin Kim	Lecture/ class discussion		
12	Compensation and benefits	E	Kyoungshin Kim	Lecture/ class discussion		
13	Labor relations	E	Kyoungshin Kim	Lecture/ class discussion		
14	Case study presentation	E	Kyoungshin Kim	Student presentation/ class discussion		
15	Managing HR globally	E	Kyoungshin Kim	Lecture/ class discussion		

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Week s	Topics	lang uag e	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
16	Final exam	E	Kyoungshin Kim			

11. Other items of notification