

Human Resources Management

Course Name	Course type (credit/hours)	Elective course(3/3)		Course code	I067
	Target students Division/major/grade	Business Administration/Sophomore		Opening semester	2017 2ND SEMESTER
	Class time and classroom	Mon D(DaB106)Thu D(DaB106)		English Grade	A(100%English)
Reference to this course	Prerequisite courses	Organizational Behavior			
	Related basic courses				
	Recommended concurrent courses				
	Related advanced courses				
Instructor	Name (title/division)	Myungweon Choi(Associate Professor, Business Administration)			
	Office Room Number	다산관305-2호	Office phone Number	3671	e-mail
	Office hours	to be announced		Homepage address	
Teaching Assistant	Name (title/division)				
	Office Room Number		Office phone Number		e-mail

1. Introduction

This course introduces you to the field of Human Resource Management (HRM), a systematic study of the policies, practices, and systems that influence employees' attitudes and behaviors. Throughout the semester, you will learn the principles of HRM and their applications in organizational settings. Specific topics include recruitment, selection, training & development, performance management, compensation, and employee relations.

2. Course Objectives

The basic objective of this course is to help you understand the theories and practices of HRM. Upon completion of the course, you should be able to:

- Explain the key principles of HRM.
- Explain how HRM practices are designed.
- Explain how HRM practices can be used to achieve organizational goals.

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조회된 데이터가 없습니다.

3. Class types and activities

You MUST read the assigned chapter(s) of the textbook prior to each class session. Lecture notes will be uploaded to Ajou Blackboard (<http://eclass2.ajou.ac.kr>) around once a week. You should regularly check Ajou Blackboard before and after the class session for lecture notes and any announcements (regarding assignments, exams, etc.) from the professor.

Lecture sessions/class discussion will be based on the chapters listed below. You are responsible for all assigned readings and all materials, whether presented or not presented in class. In order to understand the content covered in this course, you MUST read the assigned chapter(s) prior to each class session.

4. Teaching Method

- | | |
|--|---|
| <input checked="" type="checkbox"/> lecture | <input checked="" type="checkbox"/> discussion and debate |
| <input 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"/> e-class / 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

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|--|---|---|
| <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			
discussion			
homework	2	25%	
etc		5%	
study hours			

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Main	Human Resource Management: Linking Strategy to Practice	Stewart, G. L. & Brown, K. G.	Wiley	2010

10. Class system and Class shedule

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< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
1	Introduction to HRM	E	Myungweon Choi			
2	Job Analysis and Design	E	Myungweon Choi			
3	Recruitment and Selection	E	Myungweon Choi			
4	Recruitment and Selection (cont'd)	E	Myungweon Choi			

< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
5	Employee Retention and Separation	E	Myungweon Choi			
6	Performance Management	E	Myungweon Choi			
7	Performance Management (cont'd)	E	Myungweon Choi			
8	Midterm exam	E	Myungweon Choi			
9	Training and Development	E	Myungweon Choi			
10	Training and Development (cont'd)	E	Myungweon Choi			
11	Compensation	E	Myungweon Choi			
12	Compensation (cont'd)	E	Myungweon Choi			
13	Labor Relations	E	Myungweon Choi			
14	Global HRM	E	Myungweon Choi			
15	Strategic HRM & HR Roles	E	Myungweon Choi			
16	Final exam	E	Myungweon Choi			

11. Other items of notification