Human Resources Management

<table>
<tr><td rowspan="3">Course Name</td><td>Course type (credit/hours)</td><td colspan="2">Elective course(3/3)</td><td>Course code</td><td>I030</td></tr>
<tr><td>Target students Division/major/grade</td><td colspan="2">Business Administration/Sophomore</td><td>Opening semester</td><td>2021 2ND SEMESTER</td></tr>
<tr><td>Class time and classroom</td><td colspan="2">Tue F()Thu E()</td><td>English Grade</td><td>A(100%English)</td></tr>
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Reference to this course	Prerequisite courses	Organizational Behavior
	Related basic courses	
	Recommended concurrent courses	
	Related advanced courses	

<table>
<tr><td rowspan="3">Instructor</td><td colspan="2">Name (title/division)</td><td colspan="4">Myungweon Choi(Professor, Business Administration)</td></tr>
<tr><td>Office Room Number</td><td>다산관 529호</td><td>Office phone Number</td><td>3671</td><td>e-mail</td><td></td></tr>
<tr><td>Office hours</td><td colspan="2">to be announced</td><td>Homepage address</td><td></td><td></td></tr>
<tr><td rowspan="2">Teaching Assistant</td><td colspan="2">Name (title/division)</td><td colspan="4"></td></tr>
<tr><td>Office Room Number</td><td></td><td>Office phone Number</td><td></td><td>e-mail</td><td></td></tr>
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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.

* The course learning outcomes support the program's intended learning outcome K2?Students are capable of analyzing data and solving problems arisen in business/E-business practices.

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K2	

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

[V] lecture   [ ] discussion and debate

[ ] team project(presentation and case studies)   [ ] experiments(role-playing,etc)

[ ] designing and production   [ ] on-site learning(on-site training)

[ ] others

5. Support Systems in Use

[V] AjouBb   [ ] automatic recording system   [ ] web-based assignment

[ ] cyber lecture   [ ] online content

[ ] class behavior analyazing system   [ ] others

6. Teaching Tools

- ☐ PBL(Problem Based Learning)
- ☐ CBL(Case Based Learning)
- ☐ TBL(Team Based Learning)
- ☐ UR(Undergraduate Research)
- ☐ FL(Flipped Learning)
- ☐ DSAL(Data Science Active Learning)
- ☐ 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	40%	
final exam	1	40%	
quiz			
presentation			
discussion			
homework	2	10%	
etc		10%	Class Participation
study hours			

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Main	Human Resource Management (11th edition)	R. A. Noe, J. R. Hollenbeck, B. Gerhart, P. M. Wright	McGraw-Hill Education	2018

10. Class system and Class shedule

< Class Schedule >

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
1	Introduction to HRM	E	Myungweon Choi			
2	Analysis & Design of Work	E	Myungweon Choi			
3	HR Planning & Recruitment	E	Myungweon Choi			
4	Selection & Placement	E	Myungweon Choi			
5	Employee Training	E	Myungweon Choi			
6	Employee Development	E	Myungweon Choi			
7	Employee Retention & Separation	E	Myungweon Choi			
8	Midterm Exam	E	Myungweon Choi			
9	Performance Management (1)	E	Myungweon Choi			
10	Performance Management (2)	E	Myungweon Choi			
11	Compensation (1)	E	Myungweon Choi			
12	Compensation (2)	E	Myungweon Choi			
13	Labor Relations	E	Myungweon Choi			
14	Global HRM	E	Myungweon Choi			
15	Strategic HRM	E	Myungweon Choi			
16	Final Exam	E	Myungweon Choi			

11. Other items of notification