**Course Number:** ABSM205

**Course Name:** Human Resource Management

**Instructors:** Assoc.Prof.Dr. Panteha Farmanesh

**Required Text:** Gary Dessler,  **Human Resource Management** , 15th Edition, Pearson International Edition, 2017.

**Course Description:**

As the world economy becomes more oriented toward knowledge-based work, and organizations increasingly recognize that people truly are a major source of competitive advantage, HRM has taken on a more strategic role. Consequently, decisions made in organizations about who to hire, what training to give them, how to reward them, and so on have become more important. In addition, these decisions are not just made by the HR department. Individual employees and team members are becoming involved in selecting and evaluating co-workers. Managers are responsible for selection, training, performance management, and compensation decisions. At the same time, our society is becoming increasingly litigious. It is in your best interests as future employees and future managers to understand your responsibilities regarding HR.

|  |  |
| --- | --- |
| **Topics Outline** | **Estimated Contact Hours** |
| 1. Understanding Human Resource Management from Systematic and Strategic Perspective
	1. The Trend Shaping Human Resource Management
	2. Improving Performance: The Strategic Concept
 | 6 |
| 1. Understanding of Recruitment, Secting and Training Process

A. Job Analysis and Talent managementB. Introducing O NET and Employee Engagement  C. Outside Source for Condidate | 12 |
| 1. Employee Testing and secting, Interviwing the Candidate

A. Defining Reliability and ValidityB. Understanding Work Sample and Simulation C. Performance Management and ApprisingD. Compensation and Establishing Strategic Pay PlanE. Structured vs. Unstructured Interview F. HR as a Profit CentreG. Building Positive Employee Relation | 24 |

**Recap**

**Identification of CPC Covered in this course Estimated Contact**

Accounting 0

Marketing 0

Finance

Management

 Management Principles 15

 Organizational Behavior 5

 Human Resource Management 0

 Operations Management 0

Economic/Social/Legal Environment

 Legal Environment of Business 5

 Economics 0

 Business Ethics 5

Business Tools

 Information Systems 0

 Quantitative Methods/Statistics 0

International/Global Dimensions of Business 10

Integrative Experience 2

**Total (estimate of contact hours) 42**