

## OIBUSX07 - Human Resources Management

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**Professor:** Jeanne Le Roy  
**Contact information:**  
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**Department:** International affairs  
**Semester:** 1

**Course level:** L3 undergraduate  
**Domain:** Management  
**Teaching language:** English  
**Number of in-class hours:** 36  
**Number of course sessions:** 11 + Exam  
**ECTS:** 6

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### Course description and objectives

Human Resource management is a central function of any organization. Generally, 50 percent or more of an organization's operating budget is used to pay the people who work there. HR management can be defined as the effective use of human capital in an organization through the management of people-related activities. It involves leadership, values, employment planning, recruiting and selecting employees, training and compensating them, and evaluating their performance. It also significantly influences the corporate culture and norms.

Thus, a basic understanding of human resource management is essential whether the student works in a government agency, financial services, hospital, high technology industry, retail, educational institution, or other type of organization. A key objective of this course is to show that HR management is more than just accepting employment applications and keeping records; it is a central and strategic organizational activity of increasing complexity and importance.

#### Objectives:

The general purpose of the Human Resource course is to familiarize students with the basic principles and techniques of human resource management. The course takes a practical view that integrates the contributions of the behavioral sciences with the technical aspects of implementing the HR function in the 'real world.' Certainly, not everyone who takes this course will become a human resource professional, although they will learn a great deal about those roles. Indeed, for many students this course will be the only HR course they take. However, all managers, no matter what their specialization, play an integral role in carrying out HR policies and practices in their organization – and they have to deal with their organization's human resources department.

### Prerequisites

This course will not require you to have previous experience in any particular area.

### Learning outcomes

After completion of the course the student should be able to:

- Appreciate the importance of human resource management as a field of study and as a central management function;
- Understand the implications for human resource management of the behavioral sciences, government regulations, and court decisions;
- Know the elements of the HR function (e.g. – recruitment, selection, training and development, etc.) and be familiar with each element's key concepts & terminology
- Apply the principles and techniques of human resource management gained through this course to the discussion of major personnel issues and the solution of typical case problems.

## Assignments and grading

- Case studies and participation 50%
- Final Exam 50%

The numerical grade distribution will dictate the final grade. The passing grade for a course is 10/20.

**Class participation:** Active class participation – this is what makes classes lively and instructive. Come on time and prepared. Class participation is based on quality of comments, not quantity.

**Exam policy:** In the exam, students will not be allowed to bring any document (except if allowed by the lecturer). Unexcused absences from exams or failure to submit cases will result in zero grades in the calculation of numerical averages. Exams are collected at the end of examination periods.

## Course structure

Human Resource course is divided into five instructional units, each of which represents a different set of the human resource management functions. An instructional unit involves lectures, class discussions, case analyses, and exercises. A summary of each unit of the course is below.

Session	Topic
1	Introduction to Human Resource The focus of the first unit is on identifying what the personnel and human resource function is all about. It explores the typical responsibilities of HR departments and how they are affected by the corporate culture, environmental forces, and government regulations. It also introduces the topics of strategic and employment planning.
2	Unit 2: STAFFING: - Recruitment - Selection - International context
3	
4	
5	Once the organization has determined its strategic and human resource objectives and analyzes the jobs to be filled, it is ready to fill them. Unit 2 reviews the two steps in the staffing process: recruitment and selection. Recruitment aims at identifying and attracting the largest possible number of qualified applicants to hire for each job
6	Unit 3: PERFORMANCE MANAGEMENT: - Performance and leadership - Motivation - International context
7	
8	Unit 3 discusses and examines performance evaluation as a system including process and procedures used in developing reliable and valid standards, criteria, and evaluation mechanisms. A good performance management system is fair to the employee while also serving the goals and interests of the organization.
9	Unit 4: GLOBAL HUMAN RESOURCE & FUTURES ISSUES - Risk management and work protection - Ethical Dimension of HR - Futures issues
10	
11	Declining productivity, substantial demographic shifts, changing employee attitudes and expectations, innovation technologies, and government regulations will continue to affect human resource management into the 21 <sup>st</sup> century. This final unit deals with the most significant trends in human resource management and how they can be addressed through innovative and effective organizational strategies.
12	<b>Final Exam</b>

## Bibliography

- Armstrong, M. (2006). A handbook of human resource management practice. Kogan Page publishers.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2007). Fundamentals of human resource management.
- Dessler, G. (2013). Fundamentals of human resource management. Pearson

## MyCourse

This course is on MyCourse: **Yes**

## Academic integrity

Be aware of the rules in Université Paris Dauphine about plagiarism and cheating during exams. All work turned in for this course must be your own work, or that of your own group. Working as part of a group implies that you are an active participant and fully contributed to the output produced by that group.

Academic calendar

<b>Dates (Monday/Sunday)</b>		
02/09/19	09/08/19	<b>Welcome Week + French seminar</b>
09/09/19	15/09/19	1
16/09/19	22/09/19	2
23/09/19	29/09/19	3
30/09/19	06/10/19	4
07/10/19	13/10/19	5
14/10/19	20/10/19	6
21/10/19	27/10/19	7
28/10/19	03/11/19	<b>Holidays</b>
04/11/19	10/11/19	8
11/11/19	17/11/19	9
18/11/19	24/11/19	10
25/11/19	01/12/19	11
02/12/19	08/12/19	Review w.
09/12/19	15/12/19	<b>Exams</b>
16/12/19	22/12/19	
23/12/19	29/12/19	<b>Holidays</b>
30/12/19	05/01/20	
06/01/20	12/01/20	