

Human Resources Management

Course Name	Course type (credit/hours)	전선(3/3)			Course code	1046
	Target students Division/major/grade	경영학부/2학년			Opening semester	2017 1ST SEMESTER
	Class time and classroom	월E(종합102) 수E(종합102)(종합102)			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)		최명원 (부교수/경영대학 경영학과)			
	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.

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 reading assignments, team projects, 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

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> e-class | <input type="checkbox"/> automatic recording system | <input type="checkbox"/> web-based assignment |
| <input type="checkbox"/> cyber lecture | <input type="checkbox"/> blended learning(combination of online and offline teaching) | |
| <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"/> others |

7. Knowledge and ability required for taking this course

8. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance		5%	
midterm exam	1	35%	
final exam	1	35%	
quiz			
presentation			
discussion			
homework	2	25%	
etc			
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	최명원			
2	Job Analysis and Design	E	최명원			
3	Recruitment and Selection	E	최명원			
4	Recruitment and Selection (cont'd)	E	최명원			
5	Employee Retention and Separation	E	최명원			

< Class Schedule >

* language : K-korean, E-English

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

11. Other items of notification