Course Overview and objectives

This course introduces the fundamentals of Human Resource Management (HRM), including making the case for placing HR at the core of any business strategies. In most organizations Human resource related costs are by far the number one line of operating expenses. Consequently, business strategies should be to a large extent HR strategies.

The knowledge and understanding of the main practices and processes of HRM will better prepare students for their responsibilities of hiring, supervising, developing and leading employees, thus giving them a head start towards a higher level of organizational excellence.

Through the use of experiential exercises, real life examples, team project and case studies we will discover the major concepts, applications and issues related to the following topics of HRM: Strategic HR, Diversity, Inclusion and Compliance, Workforce Planning, Talent Acquisition and Management, Performance Management, Learning and Development, Compensation and Benefits, Employee Engagement, HR Metrics and Systems, and Global HRM.

Pre-requisite: ADMN 575 Behavior in Organizations