

COURSE OUTLINE

(1) GENERAL

SCHOOL	ENGINEERING		
ACADEMIC UNIT	FINANCIAL AND MANAGEMENT ENGINEERING		
LEVEL OF STUDIES	GRADUATE		
COURSE CODE	FE0122	SEMESTER	H
COURSE TITLE	HUMAN RESOURCE MANAGEMENT		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
		3	3
Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	SPECIALIZED GENERAL KNOWLEDGE		
PREREQUISITE COURSES:			
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO		
COURSE WEBSITE (URL)			

(2) LEARNING OUTCOMES

Learning outcomes

The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.

Consult Appendix A

- Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area
- Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B
- Guidelines for writing Learning Outcomes

The aim of this subject is to introduce and familiarize the students with the core concepts of human resources management

The learning outcomes which the students acquire after successful completion of the course are:

- strategic dimension of human resource management
- the processes of human resource management
- performance measurement
- incentive and reward systems

- education and training systems
- job descriptions and career paths

Skills

Students are expected to apply the concepts and theories learned during the lectures in real life case studies in the projects they have selected and would be working on during the whole semester. Case studies are also presented during the lectures.

Abilities

The subject provides the basic abilities for students to understand and design job descriptions and their levels, performance measurement systems, incentive and rewards systems, career paths, employee attraction and selection systems.

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

Search for, analysis and synthesis of data and information, with the use of the necessary technology

Adapting to new situations

Decision-making

Working independently

Team work

Working in an international environment

Working in an interdisciplinary environment

Production of new research ideas

Project planning and management

Respect for difference and multiculturalism

Respect for the natural environment

Showing social, professional and ethical responsibility and

sensitivity to gender issues

Criticism and self-criticism

Production of free, creative and inductive thinking

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Others...

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

1. Design integrated human resource management systems.
2. Design and improve human resource performance measurement systems.
3. Design and improve incentive and rewards systems.
4. Design and improve employee development and improvement systems.
5. Design and improve employee attraction and selection systems.
6. Understand the strategic dimension of human resource management.

(3) SYLLABUS

The syllabus is composed of 13 presentations.

1. The strategic dimension of human resource management
2. Job descriptions and their families
3. Job description levels, selection and attraction

4. Performance measurement - Characteristics
5. Incentive and reward systems
6. Education and training systems
7. Career paths
8. Basic processes of the HR department
9. Human resource costing
10. Process modeling
11. Continuous improvement and change management
12. Holistic HR model
13. Case studies

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	The subjects is taught in classroom with distance learning techniques being utilized in cases of emergence (e.g covid-19)	
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	The use of ICT supported teaching is used during lectures and all course material is uploaded in the eclass platform of the University of the Aegean.	
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i> <i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	Activity	Semester workload
	Lectures	39
	Online Case Studies	9
STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	Course total	
	Final exams in Greek that determine the final mark.	
	48	

(5) ATTACHED BIBLIOGRAPHY

- Suggested bibliography:

In Greek

Παπακωνσταντίνου Γ., Αναστασίου Σ. Αρχές Διαχείρισης Ανθρώπινου Δυναμικού. ISBN: 978-960-01-1570-3, 2013.

Noe R., Hollenbeck J., Gerhart B. Διαχείριση Ανθρωπίνων Πόρων. ISBN: 978-960-02-2372-9, 2009.

In English

Noe R., Hollenbeck J., Gerhart B., Wright P. Fundamentals of Human Resource Management (5th Edition). ISBN: 978-0078112614.

Bauer T., Erdogan B., GAUGHIN D., TRUXILLO D. Human Resource Management: People, Data and Analytics. ISBN: 1506363121.

- Related Journals:

Human Resource Management Review.
International Journal of Human Resource Management