Course Descriptions None 2023-2024

Course Title	Human Resource Management
Course Code	EBC2163
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
5	15-4-2024	7-6-2024	X			X	

Level	Intermediate
Coordinator	Bas van Diepen For more information:b.vandiepen@maastrichtuniversity.nl
Language of instruction	English
Goals	This Human Resource Management course aims at introducing students to the field of human resource management by reporting from both theory and practice. The goals of the course are to introduce students to the various issues that arise in human resource management, as well as to familiarise students with the various tools available to deal with these issues and to provide a framework for evaluating the effectiveness and efficiency of different tools in different cases. Obviously, the descriptive nature of this course invites students to develop a critical understanding of the management of human resources in various business contexts. This implies that you will not learn how to run and practice HRM but rather why certain phenomena occur in the field of HRM and in the context of different organisational environments.
Description	The course is based on the assumption that there is no single 'one best way' of managing human resources but rather that a range of approaches may be applicable to any one organisation, depending on its environment, its business context and its employees. Consecutive issues in this course among others are: HRM in business organisations, strategy and strategic HRM; human resources and staffing, compensation; HRM in small enterprises and benchmarking HRM.
Literature	selection of book chapters and journal articles
Prerequisites	TRANSITIONAL REGULATIONS: This course is in transition within the: * pre-master International Business specialisation Organisation: Management, Change and Consultancy * pre-master Learning and Development in Organisations The following rule applies to pre-master International Business specialisation Organisation: Management, Change and Consultancy students who started the programme prior to academic year 2023-2024. TRANSITIONAL REGULATION (EBC2163): Repeat the course or replace it with either Crisis Management in Organisations (EBC2100) in period 1 or Comparative Management (EBC2067) in period 2. The following rule applies to pre-master Learning and Development in Organisations students who started the programme prior to academic year 2023-2024. TRANSITIONAL REGULATION (EBC2163): Repeat the course or replace it with Managing Learning and Development at the Workplace (EBC2032). See the Transitional Regulations section in the Bachelor Education and Examination Regulations for more information. PREREQUISITES: Students need to have an advanced level of English and the ability to read and understand articles from scientific journals. For exchange students: fluid mastery of English and capacity to read academic journal articles An advanced level of English.
Keywords	
Teaching methods	PBL / Presentation / Assignment / Groupwork
Assessment methods	Participation / Written Exam / Presentation
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM

This course belongs to the following programme / specialisation

Bachelor Economics and Business Economics - Economics	Year 3 Business Elective(s
Bachelor Economics and Business Economics - Emerging Markets	Year 3 Elective Course(s)
Bachelor Economics and Business Economics - Economics and Management of Information	Year 2+3 Elective Course(s)
Bachelor Economics and Business Economics - International Business Economics	Year 3 Business Elec(s) - Maj Inf Mgmt
Bachelor Economics and Business Economics - International Business Economics	Year 3 Business Elec(s) - Maj Macro
Bachelor Economics and Business Economics - International Business Economics	Year 3 Business Elec(s) - Maj Micro
Bachelor Economics and Business Economics - International Business Economics	Year 3 Core Course(s) - Maj Org
Bachelor Fiscal Economics	Year 3 Elective Course(s)
Bachelor International Business - Emerging Markets	Year 3 Elective Course(s)
Bachelor International Business	Year 3 Business Elec(s) - Maj Accounting
Bachelor International Business	Year 3 Business Elec(s) - Maj Finance
Bachelor International Business	Year 3 Business Elec(s) - Maj Inf Mgmt
Bachelor International Business	Year 3 Business Elec(s) - Maj Marketing
Bachelor International Business	Year 3 Business Elec(s) - Maj SCM
Bachelor International Business	Year 3 Business Elec(s) - Maj Strategy
Bachelor International Business	Year 3 Core Course(s) - Maj Org
Transitional Regulations	See prerequisites
SBE Exchange Bachelor	Bachelor Exchange Courses
SBE Exchange Master	Bachelor Exchange Courses
SBE Non Degree Courses	Bachelor Courses