

Course Descriptions None 2025-2026

Course Title Strategic Human Resource Management
 Course Code EBC4098
 ECTS Credits 6,5
 Assessment Whole/Half Grades

Period	Start	End	Mon	Tue	Wed	Thu	Fri
4	2-2-2026	27-3-2026	X			X	

Level Intermediate/Advanced
 Coordinator Sonja Zaar For more information:s.zaar@maastrichtuniversity.nl
 Language of instruction English

Goals The main objective of this course is to provide a critical analysis of the relationship between the management of people and the pursuit of organizational goals and objectives. In more details, the learning objectives for this course are as follows:
 1. Introduce students to the dynamic role, context-sensitive nature, and complexity of strategic human resource management.
 2. Familiarize students with classical and contemporary theories and empirical research on strategic human resource management.
 3. Enable students to diagnose and analyse strategic human resource management issues and to use evidence-based understandings and insights for the suggestion, implementation, and evaluation of solutions.
 4. Develop students' discussion competence, reflective practice, and capacity to critically analyse within topics and synthesize across topics.
 5. Develop students' ability to professionally lead discussions and give impactful presentations, and engage in constructive feedback seeking, feedback receiving, and feedback giving approaches.

Description In this course, we present a thematic overview of the thinking and research evidence in the field of Strategic Human Resource Management (SHRM). We explore how to align human resources management with the strategy of the organization by exploring topics related to job design and high performance work practices, health and wellbeing, diversity and inclusion, performance appraisal, and sustainable employability. This will enable you as students to develop your own understanding of the field and inform your practice as an organizational member (as employee, employer, HR professional or other stakeholder). We believe that knowing more about the (successful) interaction between strategy and human resource management provides you, as a student of this course and as a future graduate entering the workplace, with a powerful base for making positive contributions to organizations and society as a whole.

Literature Academic articles from top-tier journals and popular press articles from renowned business magazines.

Prerequisites Courses and workload are demanding for all IB master courses. Participants should have a bachelor degree with a major in Business or Economics. This also applies to exchange students
 An advanced level of English

Transitional Regulations

Teaching methods PBL / Presentation / Lecture / Assignment / Papers / Groupwork

Assessment methods Final Paper / 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

Master Human Decision Science	Elective Courses
Master Learning and Development in Organisations	Compulsory Courses