Course Descriptions None 2025-2026

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	13-4-2026	5-6-2026	X			X	

Level	Intermediate
Coordinator	Anna Huppertz For more information:anna.huppertz@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	- 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	
Transitional Regulations	TRANSITIONAL REGULATIONS <ul class="trcohorts"> - Bachelor Economics and Business Economics - Economics and Management of Information [2024-2025 or earlier] - Bachelor Economics and Business Economics - International Business Economics [2024-2025 or earlier] - Bachelor International Business [2024-2025 or earlier] - From 2025-2026 onwards, education and exam/resit opportunities are offered. Alternative options may be available. See the Bachelor EER 2025-2026 Appendix I Article 16 for more information. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2025-2026 onwards</td><td>X</td><td>X</td><td>See the Bachelor EER 2025-2026 Appendix I Article 16 for more information</td></tr></tbody></table> TRANSITIONAL REGULATIONS <ul class="trcohorts"> - Bachelor Fiscal Economics - In 2024-2025, 2025-2026, and 2026-2027 education and exam/resit opportunities are offered. - In 2027-2028 exam/resit opportunities are offered. - From 2028-2029 onwards, the course is cancelled. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2024-2025 - 2026-2027</td><td>X</td><td>X</td><td> </td></tr><tr><td>2027-2028</td><td> </td><td>X</td><td> </td></tr><tr><td>2028-2029 onwards</td><td> </td><td> </td><td> </td></tr></tbody></table> TRANSITIONAL REGULATIONS <ul class="trcohorts"> - Pre-master International Business - Organisation: Management, Change and Consultancy [2022-2023 and earlier] - In 2023-2024 education and exam/resit opportunities are offered. Alternatively, students can take EBC2100 "Crisis Management in Organisations" or EBC2067 "Comparative Management". - From 2024-2025 onwards, the course is cancelled. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2023-2024</td><td>X</td><td>X</td><td>EBC2100 "Crisis Management in Organisations" or EBC2067 "Comparative Management"</td></tr><tr><td>2024-2025 onwards</td><td> </td><td> </td><td> </td></tr></tbody></table> TRANSITIONAL REGULATIONS <ul class="trcohorts"> - Pre-master Learning and Development in Organisations [2022-2023 or earlier] - In 2023-2024 education and exam/resit opportunities are offered. Alternatively, students can take EBC2032 "Managing Learning and Development at the Workplace". - From 2024-2025 onwards, the course is cancelled. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2023-2024</td><td>X</td><td>X</td><td>EBC2032 "Managing Learning and Development at the Workplace"</td></tr><tr><td>2024-2025 onwards</td><td> </td><td> </td><td> </td></tr></tbody></table>
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 Electives
Bachelor Economics and Business Economics - Emerging Markets	Year 3 Elective Courses
Bachelor Economics and Business Economics - Economics and Management of Information	In transition - Year 2+3 Elective Courses
Bachelor Economics and Business Economics - Economics and Management of Information	Year 3 Free Elective
Bachelor Economics and Business Economics - International Business Economics	In transition - Maj Inf Mgmt - Business Elec
Bachelor Economics and Business Economics - International Business Economics	In transition - Maj Macro - Business Elec
Bachelor Economics and Business Economics - International Business Economics	In transition - Maj Micro - Business Elec
Bachelor Economics and Business Economics - International Business Economics	In transition - Maj Org - Core Courses
Bachelor Economics and Business Economics - International Business Economics	Year 3 Business Elective
Bachelor Fiscal Economics	In transition - Year 3 Elective Courses
Bachelor International Business - Emerging Markets	Year 3 Elective Courses
Bachelor International Business	In transition - Maj Accounting - Business Elec
Bachelor International Business	In transition - Maj Finance - Business Elec
Bachelor International Business	In transition - Maj Inf Mgmt - Business Elec
Bachelor International Business	In transition - Maj Marketing - Business Elec
Bachelor International Business	In transition - Maj SCM - Business Elec
Bachelor International Business	In transition - Maj Strategy - Business Elec
Bachelor International Business	Year 3 Core Courses - Maj Org
SBE Exchange Bachelor	Bachelor Exchange Courses
SBE Exchange Master	Bachelor Exchange Courses
SBE Non Degree Courses	Bachelor Courses
Pre-master International Business specialisation Organisation: Management, Change and Consultancy	Cancelled - Disciplinary Courses
Pre-master Learning and Development in Organisations	Cancelled - Disciplinary Courses