Course Descriptions None 2026-2027

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	12-4-2027	4-6-2027	X			X	

Level	Intermediate
Coordinator	Anna Huppertz For more information:anna.huppertz@maastrichtuniversity.nl
Language of instruction	English
Goals	The learning objectives of this course are the following: 1.Familiarize students with theories and academic research in the area of HRM. 2.Assist students in exploring the relationships between HRM and the organisational context. 3.Introduce students to managerial problems in personnel management and strategic HRM. 4.Enable students to handle the diagnosis and analysis of events and problems in which HRM plays a role, and to use this knowledge for suggesting, comparing, and evaluating problem solutions.
Description	Human Resource Management (HRM) encompasses a broad range of activities that ensure the efficient and effective use of an organization's most valuable asset—its people—to meet strategic goals. Regardless of your position within an organization, whether as an employee, line manager, or CEO, HRM has a direct impact on your work experience. Even in smaller organizations without a formal HR department, key HR functions such as recruitment, performance evaluation, employee motivation, training, and workplace safety are essential for business success. This HRM course introduces students to the complexity of managing people in both large corporations and smaller organizations. It explores how HRM supports competitive advantage within the value chain (Porter, 1985) and examines how economic trends and contemporary issues—such as diversity, ethics, and precarious work—are reshaping modern HR practices. Across multiple sessions, the course explores critical areas like corporate social responsibility (CSR), sustainability, talent management, workforce planning, performance management, employee well-being, and international HRM.
Literature	Carbery, R., Cross, C. (2024-10-17). Human Resource Management, 3rd Edition.
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	<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 - Major Information Management[2024-2025 or earlier] - Bachelor Economics and Business Economics - International Business Economics - Major Macroeconomics[2024-2025 or earlier] - Bachelor Economics and Business Economics - International Business Economics - Major Microeconomics[2024-2025 or earlier] - Bachelor Economics and Business Economics - International Business Economics - Major Organisation[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> <ul class="trcohorts"> - Bachelor International Business - Major Accounting [2024-2025 or earlier] - Bachelor International Business - Major Finance [2024-2025 or earlier] - Bachelor International Business - Major Information Management [2024-2025 or earlier] - Bachelor International Business - Major Marketing [2024-2025 or earlier] - Bachelor International Business - Major Strategy [2024-2025 or earlier] - Bachelor International Business - Major Supply Chain Management [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 18 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 18 for more information</td></tr></tbody></table> <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> <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> <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	Attendance / 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