Course Descriptions Master 2019-2020

Course Title	Selected Topics in Strategic HRM
Course Code	EBC4098
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
4	3-2-2020	3-4-2020	X			X	

Level	Advanced
Coordinator	Sonja Zaar, Melvyn Hamstra For more information:s.zaar@maastrichtuniversity.nl; m.hamstra@maastrichtuniversity.nl
Language of instruction	English
Goals	Familiarize students with theoretical notions and research findings in the area of Strategic HRM, assist students in exploring the relationships between learning, HRM and firm strategy, introduce students to managerial problems in the area of learning and Strategic HRM, enable students to handle the diagnosis and analysis of events and problems in which learning plays a role, and to use this knowledge for suggestion, comparison and evaluation of problem solutions
Description	This course on Strategic HRM focuses on the concept of business strategy, its relations to HRM and the role of learning. The emphasis is on strategic sourcing, its implications for overall HRM, and the functions and interrelations of learning and other HR systems. Special attention is given to the key role of competences and work place learning. We make use of four windows on these phenomena: line managers, HR professionals, academics and employees. Note: Information about the teaching and assessment methods: The course consists of small group meetings. During the meetings one or two of you will be asked to lead the session. The specific format of the meeting varies per session. Most meetings are explicitly devoted to the critical analysis and discussion of existing (empirical) literature. In these meetings, you will be asked to present your views in a formal presentation for the group. Other meetings focus on the analysis of practical problems in the field of Strategic HRM or provide opportunities for interaction with professionals in the Strategic HRM field. Moreover, final paper, case presentation, report and participation will be part of assessment methods
Literature	Journal articles
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
Teaching methods	Presentation / Lecture / Groupwork
Assessment methods	Final Paper / Participation
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 Course(s)
Master Learning and Development in Organisations	Compulsory Course(s)