

Global Learning Semesters

Course Syllabus

Course: HRM-315 Performance Appraisal

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-315	Performance Appraisal	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	HRM-205
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

1. Employment Relations.
2. Industrial Relations.
3. Principles of employment law.
4. How employment laws and organizational policies affect labor-management relations.
5. International employee relations.
6. Employee involvement and communications.
7. Employee participation in management decisions.
8. Employee counseling, support and welfare.
9. Public and private sectors comparison.
10. Industrial democracy and the role of Unions.
11. Collective bargaining and its impact on:
 - wages
 - hours - flexible work arrangements
 - working conditions
 - health and safety
12. Fraud.

Course Aims and Objectives

The course aims to introduce students to the nature and characteristics of labor-management relations from structural, historical, international, legal, psychological, and economic perspectives

Teaching Methods

The course is delivered through lectures and case studies.

Course Teaching Hours

42

Evaluation and Grading

Project/homework:	10%
Mid-Term:	40%
Final Exam:	50%

Readings and Resources

Required Textbook

Gennard, J and Judge, G. Employee Relations, (2002), CIPD, ISBN: 0852929404

Recommended Reading

Heneman, H.G., Judge, T.A., Heneman, R.I., Staffing Organizations (3rd edition), McGraw Hill (2000).

Mike Salamon, Industrial Relations (4th edition), FT Prentice Hall, ISBN: 027364646X.