

Global Learning Semesters

Course Syllabus

Course: MBA-607 Organizations and Human Resource Management

Department: MBA

Host Institution: University of Nicosia, Nicosia, Cyprus



| Course Summary | | |
|------------------|---|--------------------------|
| Course Code | Course Title | Recommended Credit Hours |
| MBA-607 | Organizations and Human Resource Management | 3.7 |
| Semester Offered | Contact Hours | Prerequisites |
| Fall, Spring | 42 | None |
| Department | Level of Course | Language of Instruction |
| MBA | Upper Division | English |

Course Description

This is a study of human behavior, individual differences, and performance in organizational settings, and the interaction between human resource policies and practices organizational behavior outcomes. Using an interdisciplinary approach, this course draws on concepts from a variety of areas including topics related to the development of interpersonal communication, technical and conceptual skills, selection practices, training and development programs, and performance evaluation.

Instructor

Dr. Maria Michailidis

Course Aims and Objectives

Structural changes in the world economy gave rise to new competitive forces that in turn pose enormous challenges to organizations. These ongoing changes have reshaped the work place as the understanding of human behavior in organizations and the crucial role of human resources become increasingly critical in achieving strategic organizational objectives. Students will come to realize that developing human skills is the key to successful performance. Special emphasis is given to performance measurement and reward systems. Case studies and appropriate behavioral films are used extensively.

Teaching Methods

The course is delivered through a mixture of lectures, tutorials and practical exercises and assignments.

Course Teaching Hours

42 hours (lectures/presentations). The course is delivered during the Fall and Spring semesters in 14-weeks (4 hours/week).

Evaluation and Grading

Homework: 15%
Mid-Term: 40%
Final Exam: 40%
Participation 5%

Readings and Resources

Required Textbook

Greenberg, J. & Baron, R.A., (2003) Behavior in Organizations. Prentice Hall.
Dessler, Gary (2003). Human Resource Management, 9th edition. Prentice Hall.
Journal Articles and Case Studies given to class.

Recommended Reading

Mendenhall, M. & Oddou, G. (2000). Readings and Cases in International Human Resource Management. South-Western College Publishing.
Legge, K. (1995). Human Resource Management, Management, Work and Organizations. McMillan Business.
Noe et al., (2000). Human Resource Management, Management, Gaining a Competitive Advantage. McGraw Hill.
Wohlberg, Janet W., Gilmore, Gail E. and Wolff, Steven B. (1998). "OB in Action: Cases & Exercises" 5th ed. Boston. Houghton Mifflin Co.