

Course Syllabus and Lesson Plan

RSRS 523 Principles of Human Resource Management 3 (3-0-6)

Academic Year 2018

Course Title: Principles of Human Resource Management

Course Code: RSRS 523

Duration: First Semester

Pre-Requisite: No

Course Homepage: http://www.rs.mahidol.ac.th/academic/master_degree-rehabilitation.html

Course Description:

Management, planning, motivating, coordinating, controlling, modern human resource management theories; characteristics, evolution, policy, principles and concepts of human resource management; scope, roles, and responsibilities of human resource management; human resource planning; selection, training, human resource development; evaluation; job rotation; compensation; organizational culture; creating work atmosphere; health and safety at workplace; human resource management in related organizations

Course Objectives: At the end of this course, the students will be able to

1. Explain principle and concept of human resource management
2. Analyze theoretical concept, evolution and policy of human resource management

Course schedule

week	Topic	Teaching Activities / Media	Lecturer
1	- Introductions & Syllabus overview /classroom activities and grading policy - Conceptual Framework of human resource management	-lecture -Discussion (PPT, Video Clip, Handout)	
2	Human resource management theories	-lecture -Discussion (PPT)	
3	Modern human resource management theories	-Lecture -Discussion	

week	Topic	Teaching Activities / Media	Lecturer
		(PPT)	
4	The Evolution of Human Resource Management	-Lecture -Discussion (PPT)	
5	-HR policies -HR planning	-Lecture -Discussion (PPT)	
6	Employee policies and procedures	-Lecture -Discussion (PPT, Video clip)	
7	HR Strategies (1)	-Lecture -Discussion -Case study -Assignment (PPT, Video clip)	
8	HR Strategies (2)	- Lecture -Discussion -Case study -Report	
9	-Organizational culture -Creating work atmosphere	-Lecture -Discussion -Assignment (PPT, Video clip)	
10	Recruitment, selection and training	-Lecture -Discussion (PPT)	
11	Human resource development (HRD)	-Lecture -Practice - Assignment (PPT, Video clip)	

week	Topic	Teaching Activities / Media	Lecturer
12	Job Analysis and Job Evaluation	-Lecture - Discussion - Report (PPT, Video clip)	
13	-Job Rotation - Compensation, Benefit and Reward	-Lecture -Discussion -Case study -Assignment (PPT, Video clip)	
14	Human resource management in related organizations (site visit)	-Lecture -Discussion -Site visit -Assignment	
15	Research paper topics on HR	-Discussion and Critique -Report	
16	Final examination	-	

Teaching Methods: Lecture, Discussion, Case study, Site visit, Assignment and Report

Evaluation of Student Achievement Grading system:

Course Objectives	Evaluations	Marks
1. Explain principle and concept of human resource management	Presentation	10
	Work	10
	Knowledge	20
	Participation	10
2. Analyze theoretical concept, evolution and policy of human resource management	Presentation	10
	Work	10
	Knowledge	20
	Participation	10
Total		100

A = 90-100 Marks B+ = 85-89 Marks B = 75-84 Marks C+ = 70-74 Marks
C = 60-69 Marks D+ = 55-59 Marks D = 50-54 Marks F < 50 Marks

Course Evaluation: Questionnaire about contents, teaching processes, examinations and instructor performance.

Required Textbook

Gratton, L., Hailey, V. H., & Truss, C. (2000). **Strategic human resource management**. New York: Oxford University.

A., Ireland, R. D., & Hoskisson, R. E. (2005). **Strategic management competitiveness and globalization** (6th ed.). Mason, Ohio: Thompson South-Western.

Other References

Guest, D. E., Michie, J., Conway, N., & Sheehan, M. (2003). Human resource management and corporate performance in the UK. **British Journal of Industrial Relations**, 41(2), 291-314.
Hitt, M.

Thompson, M., & Heron, P. (2005). Management capability and high performance work organization. **International Journal of Human Resource Management**, 16

Paauwe, J., & Boselie, P. (2003). Challenging 'strategic HRM' and the relevance of the institutional setting. *Human Resource Management Journal*, 13(3), 56.

Course Coordinators

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Email: