

COURSE OUTLINE

1. GENERAL

SCHOOL	BUSINESS AND ECONOMICS		
DEPARTMENT	BUSINESS ADMINISTRATION		
DIVISION	BUSINESS ADMINISTRATION		
LEVEL OF STUDY	UNDERGRADUATE		
COURSE UNIT CODE	1105502	SEMESTER OF STUDY	5
COURSE TITLE	MANAGEMENT AND DEVELOPMENT OF HUMAN RESOURCES		
INDEPENDENT DIDACTIC ACTIVITIES		TEACHING WEEKLY HOURS	ECTS CREDITS
Lectures and Workshops-Project Work		5 (3+2)	6
COURSE UNIT TYPE	Special Background Course		
PREREQUISITES:			
LANGUAGE OF INSTRUCTION/ EXAMS:	GREEK		
COURSE DELIVERED TO ERASMUS STUDENTS	NO		
MODULE WEB PAGE (URL)	http://moodle.tepir.gr/course/info.php?id=101		

2. LEARNING OUTCOMES

LEARNING OUTCOMES
<p>The last fifteen years' facts have forced the companies to reexamine their enterprising priorities and give more emphasis on the value of customers, shareholders and employees. The traditional concept of value (Logistics- Financial) is abandoned and the Management and Development of human resources is considered as junctional parameter of business's survival. Customers' satisfaction, the additional opportunities of activity, the protection of the environment and the contribution to programs of local societies give new value to the business. Due to Recession, financial resources that businesses have in their disposition are limited. The best possible cooperation between the departments is becoming even more imperative with the aim of the biggest contribution, with special gravity on the value that the department of Management and Development of human resources gives.</p> <p>The aspects of Human resources can significantly help the businesses to face the competitive challenges and create advantage. The alignment of human resources management strategies with the business strategies is matter of most importance because it assists the company in applying its strategy.</p> <p>Upon successful completion of this course, students will be able to:</p> <ul style="list-style-type: none"> • describe real problems of human resources management and define the most suitable methodological approach and the steps they are about to make in solving the problem (methodological approaches, analysis of the complexity, finding satisfying routes, tools utilization, implementation of change). • describe the way in which they will take advantage of the problem's data processing results and support- by using arguments- the decisions they will make or suggest.

- utilize the experience or knowledge of previous cases, which are related to the particular examined problem and use them by adjusting them in the new conditions or particularities.
- analyze the problems related to roles and Human Resources Management activities and catalytically support the acceleration of organic processes of change, which are inherent in every organized system.
- create the frame in which individuals develop their creativity and undertake initiatives without rules of behavior from above.
- use suitable methodological tools to support Management and Human Resources Development
- analyze the data and results of the application of Human Resources Development supporting tools and suggest satisfying routes in solving problems that they examine and argue for their strategic choice.
- To take advantage of the constant feedback that support tools offer them by creating alternative scripts of avoiding resistances and dead end points.
- To assess the results of processing and reconsider the model they developed in dynamic environment conditions.

GENERAL SKILLS

- Adjustment in new circumstances
- Independent work
- Teamwork
- Criticize and self-criticize
- Advancement of free, creative and inductive thinking

3. COURSE CONTENTS

- Introduction- Redefining priorities
 - New economy challenge
 - Global challenge
 - Challenge of satisfying the needs of participants
 - Work systems high output challenge
 - Changeable role of Management and Development of Human Resources
 - Human resources management practice
 - Applications- Case studies
- Competitive advantage- roles and responsibilities of Human resources management
 - Strategic partner
 - Management expert
 - Employee's advocate
 - Change factor
 - Skills of human resources development members- Professional sector
 - Applications- Case studies
- Competitive challenges that affect Human Resources Management
 - New economy competition
 - Competition through work systems of high efficacy
 - Competition through satisfying participant's needs
 - Competition through globalization
 - Human resources environment
 - Acquirement and Preparation of Human Resources

- Assessment and evolution
- Rewards
- Applications- Case studies

- Human Resources Management Strategy
 - Form Strategy
 - Apply strategy
 - Strategy types
 - Directive strategies
 - Emerging strategies
 - S.W.O.T Analysis (Strengths, Weaknesses, Opportunities, Threats)
 - Applications- Case studies

- Human resources management Practice
 - Analysis and work planning
 - Hiring and choosing employees
 - Training and evolution
 - Output management
 - Reward form, motives and additional provisions
 - Work relations and internal communication
 - Applications- Case studies

4. TEACHING AND LEARNING METHODS- ASSESSMENT

MODE OF DELIVERY	FACE TO FACE	
USE OF INFORMATION AND COMMUNICATION TECHNOLOGY	Use of Information and Communication Technologies in Teaching and Communication with the students	
<i>TEACHING METHODS</i>	Activity	Semester workload
	Lectures	39
	Case Studies, Class Discussions, Exercises	26
	Preparation of Individual Project	38
	Independent and Directed Learning	47
	Total	150
<i>ASSESSMENT METHODS</i>	<p>I. Final examinations (60%):</p> <ul style="list-style-type: none"> - Multiple choice questions - Questions on the theoretical part of the course - Case studies regarding problems' solution with taught methods <p>II. Individual Project (40%) which contains:</p> <ul style="list-style-type: none"> - Short case studies related to matters of management and human resources development in which will be assessed the degree that students are able: <ul style="list-style-type: none"> ● to analyze data and the conditions of the case study, 	

	<ul style="list-style-type: none">• to model problems with the most suitable method,• to define solutions and analyze the results.
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5. RESOURCES

-RECOMMENDED BOOKS :

- Ntanos A., Samanta E., (2015), Introduction to Management and Development of Human Resources., Synchroni Ekdotiki Publishing (in Greek)
- Gary Dessler, (2012), A Framework for Human Resource Management, Prentice Hall, 7th edition, ISBN-10: 0132576147, ISBN-13: 978-0132576147

-RELATED SCIENTIFIC JOURNALS:

- European Journal of Operational Research, Elsevier
- Academy of Management
- Journal of Management Studies
- Journal of Organizational change management
- Human Resource Management, Elsevier