

Course title	Human Resource Management and Organizational Behavior				
Course code	HRB101				
Course type	Compulsory				
Level	Postgraduate				
Year / Semester	1st/1st				
Teacher's name	Dr Maria Michailidis				
ECTS	7.5	Lectures / week	1-2	Laboratories / week	0
Course purpose and objectives	<p>This course covers the most important issues, problems and practices of modern human resources management. It addresses concepts and theories from a variety of disciplines, such as psychology, sociology, anthropology and politics.</p> <p>The main objectives of the course are to:</p> <ul style="list-style-type: none"> ▪ Demonstrate an overview of concepts on managing issues related to Human Resource Management and Organizational Behavior within an organization ▪ Discuss the importance of ways of improving the organization's marketplace position from a Human Resources Management and Organizational Behavior perspective ▪ Analyze the importance of measuring of the effectiveness of Human Resources Management and Organizational Behavior ▪ Discuss the importance of critical thinking and problem solving in Human Resources Management and Organizational Behavior issues ▪ Analyze the importance of creativity and Innovation in Human Resources Management and Organizational Behavior ▪ Discuss the importance of best change tactics in Human Resources Management and Organizational Behavior to prepare for the future ▪ Discuss the main theories of leadership and the differences in leadership styles and analyze factors that influence effective leadership ▪ Underline the central role that leadership agility plays in creating agile organizations suited to turbulent environments and analyzing areas such as strategic agility, operational agility and leadership agility 				

Learning outcomes	<p>After completion of the course students are expected to be able to:</p> <ul style="list-style-type: none"> ▪ Create strategic recruitment/selection policies and practices ▪ Perform an effective job analysis ▪ Construct a job description and a job specification ▪ Develop effective job design processes and procedures ▪ Organize, implement and perform effective selection interviews ▪ Execute a training needs analysis ▪ Develop and implement effective training programmes ▪ Evaluate jobs to determine salary/wage scales ▪ Develop and implement effective performance criteria to perform appraisals ▪ Develop and implement effective disciplinary processes and procedures ▪ Utilize employee associations for better business results
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	<ul style="list-style-type: none"> ▪ Manage employer/employee negotiations to avoid conflict situations in the workplace ▪ Analyse health and safety issues in the workplace for better employee performance ▪ Evaluate the legal environment and its impact on the workplace ▪ Analyse high performance team development and explore the foundations of team dynamics ▪ Support the role of communication in teams and organizations ▪ Differentiate the differences in leadership in organizational settings ▪ Select, support, and develop applied performance practices and stress management ▪ Develop strategies which can exploit the ability to lead effectively and lead with impact ▪ Appreciate the complexities of leading in the 21st century; develop leaderships skills ▪ Develop a level of organizational agility appropriate to unsettled environmental conditions and realizing the three areas of agility: strategic agility, operational agility and leadership agility.
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Prerequisites	None	Required	None
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Course content	<ul style="list-style-type: none"> ▪ Introduction to Human Resource Management (HRM) & Organizational Behavior (OB) ▪ Theories of motivation & work motivation ▪ Job Analysis & Talent Management ▪ Recruitment & Selection ▪ Training & Developing Employees ▪ Performance Management ▪ Leaders and Leadership ▪ International/Global HRM ▪ Improving occupational safety, health and Risk Management ▪ Communication in organizations ▪ Group dynamics and work teams
Teaching methodology	Face to Face
Bibliography	<ul style="list-style-type: none"> ▪ Steven McShane and Mary Von Glinow (2021), Organizational Behavior: Emerging Knowledge. Global Reality 9th Edition ISBN13: 9781260799552, ISBN10: 1260799557. ▪ Afsaneh Nahavandi (2023), The Art and Science of Leadership, Global Edition, 8th Edition, ISBN-13: 9780138124076. ▪ Dessler, Gary (2020), Human resource management, Sixteenth Edition Pearson ISBN 10: 0-13-517278-0 ISBN 13: 978-0-13-517278-0.
Assessment	Final Exam: 50% Assignments: 40% Attendance and Participation: 10%
Language	English