Educational Programme		nme	Applied Human Resource Management (AHRM)						
Code IBMHF	RM	ECTS	3		Year of	3	Block	3	
R3					Study				
Contact Hours per Week			3						
Study Load	Study Load								
	ontact Hour	S	24 hours						
		Self Study			ours				
	am		12 h	ours					
preparation									
Indiv.				12 hours					
Assignment			001						
	oup-	20 hours							
DOM	as	signment							
KOW	Knowledge driven								
		•			agaignman	ta. UDM in	vorious		
		Practise driven: in-class assignments: HRM in various companies							
BBA Standard		•	aain	2 00	nd understa	oding of:			
DDA Otandara		The students gain a good understanding of: The most important and influential research-studies that							
		have been published in the field of HRM.							
	•	l mee							
		o in different organisations							
		o in o	diffe	rent c	ountries				
	The student			are able:					
	• to			to justify their chosen approach or decision with good,					
		robust, evidence-based arguments.							
	•			cate their ideas about HRM-developments					
				h the evidence that underpins them.					
Contribution to	BM								
					resource m	_			
	•	-	to understand and integrate the availability,						
		employability, motivation and vitality of people(employees)							
		as the key factors of HRM (level 3)							
	•	The ability to identify, evaluate and develop the broad spectrum of positions and responsibilities related to the							
		spectrum of positions and responsibilities related to the management of Human Resources (level 3)							
		 The ability to formulate the responsibilities and tasks for the 							
	proper running of a HR department; the ability to formulate								
	the re			the relevant leadership features in resolving HR related					
				ssues (level 2)					
	•								
				generating(quantitative) HR data and HR information					
		relevant fo	or th	e eva	luation and	developmer	nt of cor	porate or	
organizati			onal	nal strategy (level 2)					
Dublin Descriptor(s)									
		1. Knowledge and understanding							
		2. Aplying knowledge and understanding							
		3. Making judgements							
		4. Communication							
D. 1.1		Learning s							
Relation with other modules/subjects									

	 (IBMHRM012R3) Applied Human Resource Management (IBMIMHR112) Minor Programme Human Resource 							
		Management (IBMINIAR 112) Milnor Programme Human Resource Management						
Starting Level	IDNALIDNALODO D		N.4.					
l! l-!4		inciples of Human Resourc	e Management					
Learning object		s atudanta will be able to a	ındaratandı					
		After this module, students will be able to understand:						
		 The role of HR in the managing of contemporary business issues and external contexts 						
		red to be an effective and	efficient HR					
	professional							
		take core talent planning a						
		ge recruitment and selection						
		d within the expectations (rements in the design and	-					
		sive learning and developn						
		e parties that affect the m						
		employment relations						
<u> </u>		and participation						
Learning	On the completion of this module, the students will:							
Outcomes	Understand w HR profession	Understand what is required to be an effective and efficient UR prefereigned.						
	•	ne role of HR in the manag	ing of contemporary					
	business issue	_	ing or contomporary					
	 Understand how HR objectives are delivered in different 							
	 Understand h 	<u>-</u>						
	 Understand h organisations 	•	erea in airrerent					
	organisations	nage recruitment and sele						
	organisationsBe able to ma effectively.							
Instruction Met	organisations • Be able to ma effectively. hod(s)	nage recruitment and sele	ction activities					
Instruction Met	organisations • Be able to ma effectively. hod(s) lectures, group c		ction activities					
	organisations • Be able to ma effectively. hod(s) lectures, group coevaluation.	onsultancy and guidance for	ction activities or personal					
Assessment	organisations • Be able to ma effectively. hod(s) lectures, group c	onsultancy and guidance form	or personal 1 individual					
	organisations • Be able to ma effectively. hod(s) lectures, group cevaluation. • 1 group-assig	onsultancy and guidance for ment After week 8 Exam	ction activities or personal					
Assessment	organisations • Be able to ma effectively. hod(s) lectures, group c evaluation. • 1 group-assig Groupsize for groupsize	onsultancy and guidance forment After week 8 Exam	or personal 1 individual					
Assessment Method(s)	organisations • Be able to ma effectively. hod(s) lectures, group cevaluation. • 1 group-assig Groupsize for group Max. 3 persons processing	onsultancy and guidance forment After week 8 Exam	or personal 1 individual					
Assessment	organisations • Be able to ma effectively. hod(s) lectures, group cevaluation. • 1 group-assig Groupsize for group Max. 3 persons processing	onsultancy and guidance forment After week 8 Exam	or personal 1 individual assignment					
Assessment Method(s)	organisations Be able to ma effectively. hod(s) lectures, group cevaluation. 1 group-assig Groupsize for grou	onsultancy and guidance for ment After week 8 Exam Supwork: Der group	or personal 1 individual assignment					
Assessment Method(s)	organisations Be able to ma effectively. hod(s) lectures, group cevaluation. 1 group-assig Groupsize for grown Max. 3 persons prometry Weight	onsultancy and guidance forment After week 8 Exam upwork: per group 1. Group-assignment/pro 2. Individual-assignment 3. Exam	or personal 1 individual assignment esentation 25% 25% 50%					
Assessment Method(s)	organisations Be able to ma effectively. hod(s) lectures, group cevaluation. 1 group-assig Groupsize for grown Max. 3 persons promates with maximum.	onsultancy and guidance forment After week 8 Exam supwork: per group 1. Group-assignment/pro 2. Individual-assignment 3. Exam The group assignment re	tion activities or personal 1 individual assignment esentation 25% 25% 50% quires 5,5 minimal					
Assessment Method(s)	organisations Be able to ma effectively. hod(s) lectures, group cevaluation. 1 group-assig Groupsize for grown Max. 3 persons prometry Weight	onsultancy and guidance forment After week 8 Exam upwork: per group 1. Group-assignment/pro 2. Individual-assignment 3. Exam	tion activities or personal 1 individual assignment esentation 25% 25% 50% quires 5,5 minimal					

(Required) Attendancy					
	Recommendation: every week;				
	group-presentation sessions are mandatory				
Short outline of Educational Unit					
	The unit "Applied HRM" gives a comprehensive, analytical and systematic approach of how HRM works in practice in a wide variety of different settings. The unit contains elements to develop the students as "Thinking Performers"				

Content and planning of lectures and exams/assessments					
Blck 3 Wk	Sst (#)	Lecture Hours	Instruction methods	Gs (*)	Content/ Subjects (x)
1	2	3	Lecture and discussion + In class case		Developments of "work" in the world Based on the book "The Future" (Al Gore) • Fragmentation of work • Concentration of companies • HR-planning & Strategy
2	2	3	Lecture and discussion + in class exercise (HR profession map)		 The functions of HR The HR profession Map The roles of HR The latest discussions related with the "HR business partner"
3	2	3	Lecture and Discussion		 HR functions and: Professional services (consultancy) Outsourcing Offshoring Subcontracting
4	2	3	Lecture and Discussion		Learning and development (Human Resource Development-HRD): Individual learning and organisational learning Individual development and organisation development The role of process-management
5	2	3	Lecture and Discussion + in class assignment (RACI)		Sourcing and talent-management: Recruitment & Selection Talent-retention International dimensions of talent-management
6	2	2+1	Lecture and Discussion + Group- presentations	3	 Employee Engagement Systems & practice Employee-relations: Employee-involvement in vital company-decisions
7	2	2+1	Lecture and Discussion + Group- presentations	3	Performance and reward: • HRM developments in an international context

8	2	3	Group-	3	Discussing the exam-case		
_			presentations				
9	12		exam				
10	12				Individual assignment		
(#) sst = self study			•	(*) gs = Group size			
(x) planning with			reservation, adjustments will be published in course outlines				
(and h	(and hand out).						
Facilit	Facilities/classroom						
			Classroom with Sr	nartb	pard and internet connection		
Rema	rks		•				
	Mandatory material is a copy of the HR profession-map				copy of the HR profession-map		
					nt is a self-assessment		
Litera	ture a	nd Ai		<u> </u>			
Title			Studying Human R	esour	ce Management		
N@tsc	hool		Will be used for publication of the course outline, report-,				
			assignment- ,essay uploads and portfolio.				
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i ypc			Textbook with a V	/irtual	Learning Environment (VLE) support		
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Comp	uisoi	<u>y</u>	Yes				
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Publisher							
			CIPD				
Year			Table				
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Inforn	natior	ı/Lect					
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