

Course Title	<b>Human Resources Management and Leadership</b>				
Course Code	<b>MBA516</b>				
Course Type	Compulsory				
Level	MBA (Level 2)				
Year / Semester	1 <sup>st</sup> Year / Fall Semester				
Teacher's Name	Dr Stavros Georgiades				
ECTS	5	Lectures / week	3 hours	Laboratories / week	0
Course Purpose	The purpose of this course is to provide students with an in-depth understanding of the modern activities concerning the management of people, explore the main human resource functions, apply the different human resource methods available, and demonstrate the importance of leadership and influence processes				
Learning Outcomes	<p>Identify and discuss the scope and major functions of the HR department and critically examine and evaluate the major trends impacting the role of HRM within organizations.</p> <p>Demonstrate and explore the steps involved in the recruitment and selection process.</p> <p>Illustrate and explain the importance and impact of performance appraisals.</p> <p>Illustrate the meaning of leadership by exploring its relationship to management and power</p> <p>Apply and analyse the various approaches to leadership, namely generic, situational, and emerging</p>				
Prerequisites	None	Required	None		
Course Content	<p>I. Managing Human Resources</p> <p>Activities, Functions, Importance, and The Changing Role of HRM</p> <p>Strategic Planning and HRM</p> <p>HR in the different stages of a firm's internationalization and for cooperative global ventures</p> <p>II. Staffing</p> <p>The Recruitment and Selection process</p> <p>Application Forms, Tests, Interviews and other Selection Techniques.</p> <p>Sources of recruitment in international businesses</p> <p>Selection criteria for overseas assignments</p>				

	<p>III. Appraising Importance of Performance Appraisal Appraisal Methods</p> <p>V. Leadership The nature of leadership Leadership and management – Leadership and power</p> <p>VI. Leadership Approaches Generic, Situational, Emerging approaches to leadership</p>
Teaching Methodology	Lectures, Class discussions, Articles analysis, Group case studies presentation, discussion, and solution.
Bibliography	<p>(a) <u>Textbooks</u> Griffin, W.R. (2016). Management 12th Edition, South-Western College Pub. Dessler, G. (2016). Human Resource Management. 15th Edition. Prentice Hall.</p> <p>(b) <u>References</u> Gomes-Mejia, L., Balkin, D., &amp; Cardy, R. (2015). Managing human resources. 8th Edition. Pearson. Prentice Hall. Northouse, P. G. (2015). Leadership: Theory and Practice. 7th Edition. Sage Publications.</p>
Assessment	<p>Final Exam: (60%) Group Case Study Presentation (20%) Group Case Study Solution (20%)</p>
Language	English