

Course Syllabus

1. **Name of Curriculum** Bachelor of Business Administration
Mahidol University International College
2. **Course Code** ICMB 233 **Course Title** Human Resource Management
3. **Number of Credits** 4 **(Lecture / Lab)** (4-0)
4. **Prerequisites** no
5. **Type of Course** Core Course
6. **Semester / Academic Year** Open every trimester except summer
7. **Course Objective**

Theories and practices concepts of people management in organizations; relationship between human resource management and organizational performance.

8. Course Description

This course is based on the fundamental premise that the major role of HRM is to provide organizations with the foundations and information that they need to increase strategic advantage and to improve operational efficiency. The quality of the organization's employees, their enthusiasm and satisfaction with their jobs, their experiences and sense of fair treatment all affect the firm's productivity, customer service, reputation and survival.

Although there will not be many students in Human Resource Management Course become HR specialists, virtually all will have to work with other people. Dealing with people is a process of organizational life, regardless of what position they are in; accounting, finance, management or some other areas. Apparently, every manager is a human resource manager. It is important for managers in all departments to functionally confront HR issues daily. Thus, this course aims to prepare students who plan to manage others at some time in their careers

Students will have an opportunity to apply all the knowledge, which they gain throughout the course to a real-life business via the term project. This project requires a group of students to study HR functions of an organization of their own choice in order to identify the HR activities and information requirements

and possibly recommend HR strategies to increase its strategic advantage and to improve operational efficiency.

9. Course Outline

Week	Topic			Instructor
	Lecture / Seminar	Hours	Lab.	
1	Introduction	2		ONP
	HRM in a Dynamic Environment <i>Skipped part: Workforce Diversity, pp.12-14 (Chapter 1)</i>	2		ONP
2	Fundamental HRM <i>Skipped part: US Laws and Certification pp. 38/41 (Chapter 2)</i>	2		ONP
	Motivation Theories (handouts provided) <i>Ref: Organizational Behavior by S.P.Robbins (Chapter 6)</i>	2		ONP
3	Employment Planning and Job Analysis (Chapter 5)	4		ONP
4	Recruiting (Chapter 6)	4		ONP
5	Foundation of Selection (Chapter 7)	4		ONP
6	Mid-term Examination	2		ONP
7	Socialization/Orientation/Training (Chapter 8)	4		ONP
8	Effective HRM Communication (Chapter 14)	2		ONP
	The Employee Right <i>The second half from WB (Chapter 4)</i>	2		ONP
9	Performance Evaluation (Chapter 10)	4		ONP
10	Establish Reward/Pay Plan <i>Skipped part: US Government Compensation Administration, pp.303-305 (Chapter 11)</i>	4		ONP
11	Safety and Health Programme	2		ONP

	Project Presentation and Report Submission	2		ONP
	Final Examination	2		
	Total	44		

10. Teaching Methods

Lecture, class participation and group-based field research

11. Teaching Media

Power-point based without handouts

12. Course Assessment

Above 80	A
80-84	B+
75-79	B
70-74	C+
65-69	C
60-64	D+
55-59	D
Below 55	F

13. Course Evaluation

Mid-term Exam 30% Final Exam 30%
Team Project 30% Quizzes 10%

14. References

Human Resource Management, 7th Edition
D.A. Decenzo and S.P. Robbins, The Wiley Press,
ISBN 0-471-39785-7
Author: L.R. Gomez-Mejia, D.B. Balkin and R.L. Cardy
Managing Human Resources (2001)
Published by: Prentice Hall Press

ISBN: 0-13-011333-6

Author: T. Redman, A. Wilkinson

The Informed Student Guide to Human Resource Management, 2002

Published by: Thomson

ISBN: 1-86152-541-9

Author: S.P. Robbins

Organizational Behavior, 9th Edition

Published by: Prentice Hall Press

ISBN: 0-13-018635-x

<http://www.shrm.org>

<http://www.hrfree.com>

<http://www.siamhr.com>

15. Instructor

Oranuch Pruetipibultham

oranuch@muic.ac.th

TEL: (02) 441-0594 #1716

16. Course Coordinator

Gregory Vrhovnik