

1238.3119.01 –Human Resource Management

Summer B – 2011

Lecturer: Prof. Yonatan Smilansky
Course Time: Wednesday 08:15-11:00
(2nd part of Semester B) **Classroom:** Recanati 253
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Course Objectives: The course will focus on the contribution of effective Human Resource Management practices to achieving strategic business objectives.

This will include the following topics:

1. Translating the business strategy into Human Resources Management initiatives.
2. Structure, objectives and personal competencies as the foundation for managing people.
3. Effective resourcing processes and tools (internal and external recruitment).
4. Performance management and reward.
5. Training, development and talent management processes.
6. Relationships with employees including unions, internal communication, employer branding and organizational culture.
7. Managing organizational change.

Course Requirements: Students will be required to take a written, short answer test covering the material presented in the lessons and in the bibliography.

Bibliography:

1. Andrzej A. Huczynski, "Explaining the succession of management fads", The international journal of resource management", 4:2 (May 1993), pp. 443 – 462. (Also available as a Hebrew translation in the Open University Human Resource Management series).
2. Harry C. Katz, "The decentralization of collective bargaining: A literature review and comparative analysis", Industrial and labour relations review, 47:1. (Also available as a Hebrew translation in the Open University Human Resource Management series).
3. Laurie Bassi & Daniel McMurrer, "Maximizing your return on people", Harvard business review, March 2007.
4. Yongmei Liu, James G. Combs, David J. Ketchen Jr. & R. Duane Ireland, "The value of human resource management for organizational performance", Business horizons, (2007) 50, 503 – 511.

No.	Topics	Bibliography
1	Introduction. Translating the business strategy into HRM initiatives. Labor market trends and their implications on HRM	
2	Structure, work processes, objectives and personal competencies as the foundation for managing people.	Andrzej A. Huczynski. "Explaining the succession of management fads", The international journal of resource management", 4:2 (May 1993), pp. 443 – 462. (Also available as a Hebrew translation in the Open University Human Resource Management series).
3	Effective resourcing processes and tools (internal and external recruitment).	Laurie Bassi & Daniel McMurrer, "Maximizing your return on people", Harvard business review, March 2007.
4	Performance management and reward.	

5	Training, development and talent management processes	Yongmei Liu, James G. Combs, David J. Ketchen Jr. & R. Duane Ireland, "The value of human resource management for organizational performance", <i>Business horizons</i> , (2007) 50, 503 – 511.
6	Relationships with employees including unions, internal communication, employer branding and organizational culture.	Harry C. Katz, "The decentralization of collective bargaining: A literature review and comparative analysis", <i>Industrial and labour relations review</i> , 47:1. (Also available as a Hebrew translation in the Open University Human Resource Management series).
7	Managing organizational change.	