**MULTIMEDIA UNIVERSITY OF KENYA**

**FACULTY OF BUSINESS**

**BACHELOR OF COMMERCE 4TH YEAR 2ND SEMESTER HUMAN RESOURCE OPTION**

**BHR 2427- CONTEMPORARY ISSUES IN HUMAN REOURCE MANAGEMENT**

**COURSE OUTLINE**

**INSTRUCTOR: Dr.Mary Mukabi**

**CLASS Hours.**

WEDNESDAY 10-1PM MEETING ROOM: B-04

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| Course Aim  The purpose of this course is to equip students with the necessary skills in contemporary issues in human Resource management. |
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| Course Objectives  At the end of this course the student should be able to:   * Identify key issues in Human Resource management function * Describe the future trends in human resource management ideas and practices * Describe the role of human resource management in the success of an organization * Describe international human resource management * Discuss the seven Cs of international human resource management. |
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| Contact Hours: 45 Hours |
| Prerequisite: None |

**Course content**

Key issues in Human Resource Management Function**;** Activities of HR function,Variations in HR role, Organization of the HR function**,** Evaluating the HR function. Future trends in human resource management ideas and practices; Human Resource productivity, Job satisfaction, Human resource turnover. The role of Human Resource Management in the success of an organisation; Strategic nature of HRM, Commitment-oriented nature of HRM.

International Human Resource Management and change; Definition of international HRM, Issues in international HRM, Global HR policies and practices. The seven Cs of International Human Resource Management; Cosmopolitan,Culture, Compensation,Communication,Consultancy,Competency,Coordination.

**Course Plan**

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| Topic | Weeks |
| **KEY ISSUES IN HUMAN RESOURCE MANGEMENT FUNCTION**   * Role of HRM/ activities of HRM * Staffing * Development of work place policies * Compensation and benefits Administration | 1 & 2 |
| * Retention * Training and Development * Dealing with laws affecting employment * Worker protection * Awareness of external factors | 3 and 4 |
| FUTURE TRENDS IN HUMAN RESOURCE MANAGEMENT IDEAS AND PRACTICES   * Skills needed for HRM * Human resource recall * Today’s HRM challenges * Containing costs * Technology * Technology * Changing diverse work force * Ethics | 5and 6 |
| CAT 1 | 7 |
| THE ROLE OF HUMAN RESOURCE MANAGEMENT IN THE SUCCESS OF AN ORGANISATION   * The value of Planning * Strategic Planning * HRM vs Personnel management * HRM as a strategic component of the business * Steps to strategic plan creation * Conduct a strategic analysis. | 8 |
| * Identifying strategic HR issues * Prioritize issues and actions * Draw HRM plan * Writing the HRM Plan   -Determine HR needs  - Recruit  -Select  - determine compensation  -develop training  -perform a performance appraisal   * Tips in HRM planning * Link HRM strategic plan to company plan * Monitor the plan constantly * Measure the plan | 9 |
| INTERNATIONAL HUMAN RESOURCE MANAGEMENT AND CHANGE   * Definition of international HRM * Offshoring * Outsourcing * Global environment * HRM Global strategies | 10 |
| CAT 2 | 11 |
| * Culture as a major aspect of HRM overseas * Staffing internationally * Types of staffing strategy * Expatriates * Host – country national * Third – country national * International HRM considerations * Recruitment and selection * Training * Compensation and reward * Performance evaluations * The international labour environment * Logistics of international assignment | 12 and 13 |
| THE SEVEN CS OF INTERNATIONAL HUMAN RESOURCE MANAGEMENT   * Cosmopolitan * Culture * Compensation * Communication * Consultancy * Competency * Coordination | 14 |

TEACHING METHODOLOGY

The course will meet as indicated on the University’s calendar of events and the time table. Lectures, class and group discussions will be the main methods content delivery. Students must stay current with reading assignments and contribute to class discussion. Students will be required to read ahead to facilitate effective understanding of materials being delivered in class. Students are also required to read other materials other than the course text.

**Assessment**

Coursework

CAT 1 10%

Assignment 1 and 2 10%

CAT 2 10%

Final Examination 70%

Total 100%

**University Requirements**

You are governed by the University code of academic integrity. Class attendance and participation is mandatory. Assignments must be submitted on time. Late assignments will not be accepted. Class etiquettes must always be observed ie no mobile phones should be on during class time, observe class time, no copying or stealing exams,plagerism is not permitted.

Please also note that you must attend not less than two-thirds of all sessions to be considered as having met the course requirements.

**Course materials**

*Core (Required) Text.*

Armstrong, M. (2006). *A handbook of human resource management*. (10thed.). London: Kogan Page.

*Other (Recommended) Texts.*

Stone, R. J. (2010). *Managing human resources*. 3rd. edn. Milton, QLD: John Wiley & Sons Australia Ltd.

Anthony, W. P., Kacmar, K. M., &Perrewe, P. L. (2006). *Human resource management: A strategic approach*. (5thed.) Ohio:Thomson.

Dessler, G., Griffiths, J. & Lloyd-Walker, B. (2007). *Human resource management*. (3rd ed.). Frenchs Forest, N.S.W.: Pearson Prentice Hall

**Instructor’s Contact:**

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Office: ROOM EG 15

Signed..................................................................... Date.................................................

HOD MARKETING AND MANAGEMENT....................................................................

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