



MACHAKOS UNIVERSITY

University Examinations for 2019/2020 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

**DEPARTMENT OF BUSINESS, ENTERPRENUERSHIP AND MANAGEMENT
SCIENCE**

COURSE OUTLINE

DOCTOR OF PHOLOSOPHY IN HUMAN RESOURCE MANAGEMENT

UNIT NAME: HUMAN RESOURCE MANAGEMENT SEMINAR

UNIT CODE: BBA 931

UNIT LECTURER: DR. SUSAN NZIOKI.

PURPOSE

This course provides an in-depth consideration of human resource management (HRM) research. The range of topics is selective and illustrative of contemporary issues in HRM. There are two primary objectives of the course: to develop skills to critically evaluate HR research and literature; and to develop an understanding of the theory, methodology, and application of HR.

EXPECTED LEARNING OUT COMES

By the end of this course, the student should be able to demonstrate:

- ❖ A higher level of familiarity with the existing literature in the discipline of HRM
- ❖ Enhanced understanding of the contemporary HRM issues across businesses and other organizations

Ability and to develop research ideas and academic papers.

COURSE DESCRIPTION

The seminar provides a broad coverage of various Human Resource Management issues. Students will be required to make presentations on topical issues. The Seminar will expose students to scholarly research in Human Resource Management through use of journals and other relevant materials.

COURSE ASSESSMENT

The final grade will be arrived at as follows:

• Class participation and presentations	10%
• Written Article reviews	10%
• Assignments	20%
• Final Exam	<u>60%</u>
Total	<u>100%</u>

No	SELECTED HRM ISSUES	MATERIALS FOR CRITIQUE
1	Role of HRM in organizational strategy	Journals and case studies
2	Work force diversity management in today's organizations	Journals and case studies
3	Work life balance and organizational performance	Journals
4	Talent management for organization's competitive advantage	Journals and case studies
5	Ethics in HRM	Journal and case studies
6	Management attitude towards unionization	Journals and case studies
7	International HRM versus Domestic HRM	Case studies
8	Consequences of poor application of best HRM practices.	Case studies and journals
9	Performance management in organizations	Journals and case studies
10	HRM verses other managerial functions in organizations	Case studies
11	Role of employment law in organizations.	Journals and case studies
12	End of semester examinations	