

科目授業名 Course Title	Human Resources Management		
担当者 Instructor	ISHIGURO Kuniko		
開講期 Semester/Year	2016 SPRING	曜日・時限 Timetable	Mon 3 Thu 3
教室 Room	241	単位数 Credits	4.0
授業コード Class Code	B4160001E1	履修年次 Enrollment Year	-
科目ナンバリング			
授業内容 Course Description	<p>People are one of the most important resources in an organisation, and in business activities. But people are not just a “resource” for the success of your business. We all have our own character, personality, career goals, and life-style. How can we “manage” people effectively while respecting and supporting individual employees’ career development processes? The course will provide theoretical underpinning for HRM as well as practical business cases. Through this course, students will acquire basic knowledge on HRM, which will be useful for their future careers, not only in business but in any form of organisation. Students are also encouraged to think about and analyse cases and issues concerning “people” in business, and to actively participate in discussion in the class.</p>		
到達目標（授業の狙い） Objectives	<p>The objective of this course is to provide students with fundamental concepts, practices and issues on human resource management in business and other types of organisation. Students will also have opportunities to examine and analyse cases of human resource management in various companies.</p>		
授業方法 Method of Instruction	<p>Lectures, in-class discussion, case analysis and student presentations.</p>		
準備学習 Class Preparation	<p>Readings and writing assignments need to be completed before class. Review homework will also be assigned.</p>		
教科書 Text	<p>Stredwick, John (2014) An Introduction to Human Resource Management, 3rd ed., Routledge.</p>		

参考文献 Reference Books	Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2015). Human Resource Management: Gaining a Competitive Advantage, 9th ed. McGraw-Hill/Irwin. Mondy, R. Wayne and Martocchio, Joseph J. (2016) Human Resource Management, 14th ed., Pearson. Mullins, Laurie J. (2013) Management & Organisational Behaviour, 10th ed., Pearson.
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授業計画 Course Outline
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第1回	Introduction – what is HRM and how does it work in an organisation?	第16回	Learning and talent development (2) In-class discussion
第2回	Cases and in-class discussion	第17回	Career development (1)
第3回	Origins of human resource management	第18回	Career development (2) In-class discussion
第4回	Roles of human resources	第19回	Equal opportunities and managing diversity (1)
第5回	Recruitment, employer branding and employer of choice (1)	第20回	Equal opportunities and managing diversity (2) In-class discussion
第6回	Recruitment, employer branding and employer of choice (2) In-class discussion	第21回	Health, safety and employee well-being (1)
第7回	Selection (1)	第22回	Health, safety and employee well-being (2) In-class discussion
第8回	Selection (2) In-class discussion	第23回	International HRM (1)
第9回	Relationships with employees (1)	第24回	International HRM (2) In-class discussion
第10回	Relationships with employees (2) In-class discussion	第25回	Case studies – your country's case (1)
第11回	Rewarding employees (1)	第26回	Case studies – your country's case (2)
第12回	Rewarding employees (2) In-class discussion	第27回	Human resource planning (1)
第13回	Flexible working	第28回	Human resource planning (2) In-class discussion
第14回	Guest lecture	第29回	End-of-term exam
第15回	Learning and talent development (1)	第30回	Conclusion: review of the course

成績評価基準 Evaluation							
平常点% Class Evaluation	50	定期試験% Exam	30	レポート% Report	0	その他% Others	20
その他詳細 Details	Assignments						
特記事項 Particular Note							
授業に関する質問への対応 Professor Contact Hours	Office hour (11:00-12:00 on Mondays)						