



FH Salzburg

## Course Syllabus

<b>Study programm</b>	Business Management
<b>Course code</b>	BWIB5PENIL
<b>Course title</b>	Human Resource Development
<b>Term / year of study when the course is delivered</b>	Fall/Winter Term
<b>Cycle</b>	1st cycle
<b>ECTS credits / contact hours</b>	3 / 28
<b>Teaching units (hours/week - SWS)</b>	2
<b>Course type</b>	ILV (Interactive lecture)
<b>Prerequisites</b>	<ul style="list-style-type: none"><li>• B2 level in English,</li><li>• Basic concepts of HR Development;</li><li>• Prereadings: Torrington, D., Hall, L., Taylor, S. (2017): Human Resource Management. 10th ed. Harlow: Pearson, chapter 18 and 19.</li></ul>
<b>Language of instruction</b>	English
<b>Course content</b>	Lifelong learning has become an essential requirement for companies that wish to successfully compete in today's marketplace as well as for employees who, in a climate of constant change and uncertainty, need to increase their commitment towards continuous learning and development in order to increase employability. This course explores Human Resource Development (HRD) in theory and practice; it teaches students to think about, analyse, discuss and evaluate the complexities of learning in

Technology  
Health  
Media

	the workplace and developing human resources in organizations.															
<b>Learning outcomes</b>	<p>In this course, students learn to</p> <ul style="list-style-type: none"> <li>• Explain key models and frameworks of strategic HRD and identify barriers that impede the implementation of strategic HRD approaches</li> <li>• Examine the theories and principles associated with adult learning and determine how these can be applied to inform the design of learning and development programmes and interventions</li> <li>• Understand a systematic process for the identification of training needs and identify options for the design and delivery of training and learning</li> <li>• Understand the increasing importance of talent management in organizations and evaluate approaches to and methods of talent management</li> <li>• Examine how the notion of career is defined and explore a range of contemporary career concepts</li> </ul>															
<b>Learning methods</b>	The course is based on theoretical input with discussions, exercises, partner and/or group work, cases															
<b>Assessment methods &amp; criteria</b>	<ul style="list-style-type: none"> <li>• In-class participation</li> <li>• Written Exam/ Term Paper/ Group Project</li> <li>• Presentation</li> </ul>															
<b>Grading Scale</b>	<table> <tr> <td>1</td> <td>Excellent</td> <td>100 - 93%</td> </tr> <tr> <td>2</td> <td>Good</td> <td>83 - 92%</td> </tr> <tr> <td>3</td> <td>Good average</td> <td>70 - 82%</td> </tr> <tr> <td>4</td> <td>Below average</td> <td>50 - 69%</td> </tr> <tr> <td>5</td> <td>Insufficient</td> <td>&lt; 50%</td> </tr> </table>	1	Excellent	100 - 93%	2	Good	83 - 92%	3	Good average	70 - 82%	4	Below average	50 - 69%	5	Insufficient	< 50%
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2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
<b>Recommended resources</b>	<ul style="list-style-type: none"> <li>• Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd.</li> </ul>															



	<ul style="list-style-type: none"> <li>• Bratton, J. &amp; Gold, J. (2017): Human Resource Management - Theory &amp; Practice. London: Palgrave Macmillan.</li> <li>• Gold, J., Holden, R., Stewart, J., Iles, P. &amp; Beardwell, J. (2013): Human Resource Development – Theory &amp; Practice. London: Palgrave Macmillan</li> <li>• Mathis, R. L., Jackson, J.H., Valentine, S.R., Meglich, P. (2017): Human Resource Management. Stamford: Cengage Learning</li> <li>• McGuire, D. (2014): Human Resource Development. London: Sage Publications Ltd.</li> <li>• Noe, R.A. (2016): Employee Training and Development. New York: McGraw-Hill International</li> <li>• Stewart, J. &amp; Rigg, C. 2011. Learning and Talent development. London: CIPD</li> <li>• Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson.</li> </ul>
<b>Attendance</b>	75%

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