

Description of Course Unit according to the ECTS User’s Guide 2021

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| Course unit title | Human Resources Management Theory |
| Course unit code | MNM801 |
| Type of course unit  (Compulsory, optional) | Optional |
| Level of course unit (according to  EQF: first cycle Bachelor, second cycle Master) | The Third Cycle of Doctoral Degree Program |
| Year of study when the course unit is delivered  (if applicable) | 2020 – 2021 |
| Semester/trimester when the course unit is delivered | 3rd Semester of Doctorate Study |
| Number of ECTS credits allocated | 4.8 credits |
| Name of lecturer(s) | 1. Prof. Dr. Anis Eliyana, SE.,M.Si 2. Prof.Dr. Fendy Suhariadi, MT.,Psi. 3. Dr. Praptini Yulianti, SE, M.Si. |
| Learning outcomes of the course unit | By the end of this course, the students are expectedto understand and synthesize the theories in Human Resources as well as acquirean in-depth and as comprehensive knowledge of the disciplines of HR management. in their field of interests. |
| Mode of delivery (face-to-face, distance learning) | 1. Face-to-face 2. Distance learning using AULA UNAIR (due to pandemic COVID-19 situation) |
| Prerequisites and co-requisites (if applicable) |  |
| Course content | This course is designed as a medium to deepen the Philosophy in the discipline of Human Resource Management (MSDM). Discussions on various theories and philosophies in the discipline of HRM will be presentedin the class. The materials presented included the definition and scope of the discipline of HR management, as well as discussions on theories of motivation, conflict, power, culture, etc. |
| Recommended or required  reading and other learning resources/tools | Followings are the literature references the students can refer to each week:  Books:   1. Bratton J. (2003). Human Resource Management : Theory and Practice, MacMillan Press Ltd. 2. Ulrich, David (1997). Human Resource Champion, US: The President and Fellows of Harvard Colledge.   Journal:   1. Brant, K. K., & Castro, S. L. (2019). You can’t ignore millennials: Needed changes and a new way forward in entitlement research. Human Resource Management Journal, 29(4), 527–538. <https://doi.org/10.1111/1748-8583.12262> 2. Byron, K., & Landis, B. (2020). Relational misperceptions in the workplace: New frontiers and challenges. Organization Science, 31(1), 223–242. <https://doi.org/10.1287/orsc.2019.1285> 3. De Cremer, D., & Moore, C. (2020). Toward a Better Understanding of Behavioral Ethics in the Workplace. In Annual Review of Organizational Psychology and Organizational Behavior (Vol. 7, pp. 369–393). <https://doi.org/10.1146/annurev-orgpsych-012218-015151> 4. Erdogan, B., & Bauer, T. N. (2021). Overqualification at Work: A Review and Synthesis of the Literature. In Annual Review of Organizational Psychology and Organizational Behavior (Vol. 8, Issue 1, pp. 259–283). <https://doi.org/10.1146/annurev-orgpsych-012420-055831> 5. Furlan, A., Galeazzo, A., & Paggiaro, A. (2019). Organizational and perceived learning in the workplace: A multilevel perspective on employees’ problem solving. Organization Science, 30(2), 280–297. <https://doi.org/10.1287/orsc.2018.1274> 6. Hughes, D. J., Lee, A., Tian, A. W., Newman, A., & Legood, A. (2018). Leadership, creativity, and innovation: A critical review and practical recommendations. Leadership Quarterly, 29(5), 549–569. <https://doi.org/10.1016/j.leaqua.2018.03.001> 7. Inceoglu, I., Thomas, G., Chu, C., Plans, D., & Gerbasi, A. (2018). Leadership behavior and employee well-being: An integrated review and a future research agenda. Leadership Quarterly, 29(1), 179–202. <https://doi.org/10.1016/j.leaqua.2017.12.006> 8. Küskü, F., Araci, Ö., & Özbilgin, M. F. (2020). What happens to diversity at work in the context of a toxic triangle? Accounting for the gap between discourses and practices of diversity management. Human Resource Management Journal, October. <https://doi.org/10.1111/1748-8583.12324> 9. Murphy, K. R. (2020). Performance evaluation will not die, but it should. Human Resource Management Journal, 30(1), 13–31. <https://doi.org/10.1111/1748-8583.12259> 10. Pak, K., Kooij, D. T. A. M., De Lange, A. H., van den Heuvel, S., & Van Veldhoven, M. J. P. M. (2021). The influence of human resource practices on perceived work ability and the preferred retirement age: A latent growth modelling approach. Human Resource Management Journal, 31(1), 311–325. <https://doi.org/10.1111/1748-8583.12304> 11. Silic, M., Marzi, G., Caputo, A., & Bal, P. M. (2020). The effects of a gamified human resource management system on job satisfaction and engagement. Human Resource Management Journal, 30(2), 260–277. <https://doi.org/10.1111/1748-8583.12272> 12. To, C., Leslie, L. M., Torelli, C. J., & Stoner, J. L. (2020). Organizational Behavior and Human Decision Processes Culture and social hierarchy : Collectivism as a driver of the relationship between power and status. Organizational Behavior and Human Decision Processes, 157(December 2019),159–176. <https://doi.org/10.1016/j.obhdp.2019.12.006> 13. Yao, J., Crupi, A., Di Minin, A., & Zhang, X. (2020). Knowledge sharing and technological innovation capabilities of Chinese software SMEs. Journal of Knowledge Management, 24(3), 607–634. https://doi.org/10.1108/JKM-08-2019-0445And other journals and articleswhose the topics are adapted to the learning materials. |
| Planned learning activities and teaching methods | * Lectures * Discussion or work group * Presentation |
| Language of instruction | * English * Indonesia |
| Assessment methods and criteria | In order to pass this course, the students must meet the followings:   * Being punctual and meeting 75% attendance of the scheduled classes * Achieving a satisfactory attempt at all assessment tasks listed below:   Assessment details:   * Compile systematic literature review articles: 30% * Final paper (individual): 50% * Assignments and presentations: 20% |

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