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| Course Title | **Human Resource Management** | | | | | | |
| Course Code | MANS-332 | | | | | | |
| Course Type | Required | | | | | | |
| Level | 1st Cycle | | | | | | |
| Year / Semester | 3rd Year, Fall Semester | | | | | | |
| Teacher’s Name |  | | | | | | |
| ECTS | 2 | Theory | | Laboratory | Simulation | | Tutorial |
| 2 | | ---- | ---- | | ---- |
| Course Purpose and Objectives | The main objectives of the course are to:   * Exhibit the basics on human relations * present the principles of communication in the vessel’s working environment * introduce the human recourse management functions * elaborate on the contribution of the human factor in the effective operation of organizations * describe the development of methods and tools that contribute to the satisfaction of the ship’s personnel * explain the ability to adjust the theoretical tools according to the demands of the marine environment * analyze the importance of training in the above subjects | | | | | | |
| Learning Outcomes | After completion of the course students are expected to be able to:   * comprehend the basic issues of the human relations * apply the major principles of communication in the ship’s society * exercise the human resource management functions in ship’s real life * realize the importance of the human factor in the effective operation of the ship * employ the most suitable methods and tools in order to achieve the crew’s satisfaction * adjust accordingly the theoretical tools in order to meet the ship’s distinctive demands * organize the most suitable training activities to assist the building of team spirit | | | | | | |
| Prerequisites | None | | Required | | | None | |
| Course Content | * Introduction to Management Principles * Five Management Principles (Planning, Organizing, Staffing, Leading and Controlling) * General human relations issues * Human relations in the ship’s society * Communication aboard * Social and working environment * Concept and content of the human resource management * Organization and manning of the HRM department * Manning the vessel * Motivation – evaluation * Organizational culture * HR management on the international environment and in Greek maritime industry   The importance of training | | | | | | |
| Teaching Methodology | Lectures, in-class assignments, sound and video equipment, computer, projector | | | | | | |
| Bibliography | * + - 1. **Required Textbooks/Reading:**  |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Authors** | **Title** | **Publisher** | **Year** | **ISBN** | | Banfield, P., Kay, R. | Introduction to human resource management | Oxford university press | 2008 |  |  * + - 1. **Recommended Textbooks/Reading:**  |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Authors** | **Title** | **Publisher** | **Year** | **ISBN** | | Knights, D., Willmott, H. | Introducing organizations and management | Thompson Learning | 2008 |  | | Reedman & Wilkinson | Contemporary human resource management – text and cases | Prentice hall | 2006 |  | | | | | | | |
| Assessment | Homework, in-class assignments, projects, exams, final exam. | | | | | | |
| Language | English | | | | | | |