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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
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| 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
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| 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:**

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| --- | --- | --- | --- | --- |
| **Authors** | **Title** | **Publisher** | **Year** | **ISBN** |
| Banfield, P., Kay, R. | Introduction to human resource management | Oxford university press | 2008 |  |

* + - 1. **Recommended Textbooks/Reading:**

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| **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 |  |

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| Assessment | Homework, in-class assignments, projects, exams, final exam. |
| Language | English  |