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**SYLLABUS**

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**Date/ Revision** April 17, 2017  
**Faculty** Business and Social Sciences  
**Approval** Dr. Samuel Prasetya

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**SUBJECT : PROJECT IN HUMAN RESOURCES MANAGEMENT**

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**1. Identification of Subject:**

Name of Subject : Project in Human Resources Management  
Code of Subject : PRHR-4000  
SKS / ECTS : 3 SKS  
Semester : 8  
Study Program : B-AVM/IBA/MGT  
Lecturer : Team Teaching

**2. Competency**

After having the course, students are expected to:

- Incorporate the processes of the Project Human Resource Management Knowledge Area into day-to-day project management activities
- Describe the Project Human Resource Management process interactions and data flow
- Describe the purpose and components of a staffing management plan
- Summarize key behavioral theories relating to motivation, influence, and effectiveness as they apply to human resource management
- List the five common leadership styles and describe their associated characteristics
- Create a responsibility assignment matrix (RAM)
- Determine methods to acquire project team members
- Describe how to plan for a successful negotiation
- List and describe the five stages of team development, as they are defined in the Tuckman Model
- Describe how to develop an effective project team
- Describe how to conduct team and individual performance appraisals
- Describe how to proactively manage conflict in a project team

**3. Description of Subject:**

Roll-overs which uncover more detailed information on particular terms. Pop-ups which allow participants to explore diagrams, templates, and processes in more depth. An avatar, or animated mentor, who offers additional content that expands the topics on selected pages. Knowledge checks that give participants a chance to review important points. Practice exercises that present challenges and opportunities using a case study (Participants practice applying the content learned using real-world tools and techniques to solve the case study problems.). Graded quizzes identify topics participants have mastered and those they might need to study more. A graded final exam validates the knowledge gained and skills mastered for the time committed. In addition to individual interactivity, CEG also offers a learning community and social learning tools that allow participants to share with

each other and gain a broader understanding from a variety of perspectives. Participants can take advantage of lively discussion boards and instructor-led chat sessions.

#### 4. Learning Approach

Approach : Combination of expository - inquiry and collaborative  
 Method : Discussions, questions/answers, sample problems/cases  
 Student Task : Quizzes and group projects  
 Media : LCD projector

#### 5. Evaluation

a) Non-attendance maximum : 25%  
 b) Homework/Projects : 20 points  
 c) Presentation, Simulation : 10 points  
 d) Quiz : 10 points  
 e) Final Examination : 60 points  
 Total : 100 points

#### 6. Contents/Topics of Lecturing:

Week	Content / Topics of Lecturing	Text Book Chapter	Remark
1	Introduction <ul style="list-style-type: none"> <li>• Basic concept of HRM</li> <li>• The scope of seminar in HRM</li> </ul>	Chapter 1	
2	The Goals of Human Resource Management	Chapter 2	Find articles on this subject
3	Strategic HRM: 'Best Fit' or 'Best Practice'?	Chapter 3	Find articles on this subject
4	PROJECT		
5	Strategic HRM and Sustained Competitive Advantage	Chapter 4	Find articles on this subject
6	Work Systems and the Changing Economics of Production	Chapter 5	Find articles on this subject
7	PROJECT		
8	<b>Semester Break: Only Make-Up Classes</b>		
9	Managing Employee Voice	Chapter 6	Find articles on this subject
10	Managing Individual Employment Relationships	Chapter 7	Find articles on this subject
11	PROJECT		
12	Linking HR Systems to Organizational Performance	Chapter 8	Find articles on this subject
13	Human Resource Strategy and the Dynamics of Industry-based Competition	Chapter 9	Find articles on this subject
14	PROJECT		

Week	Content / Topics of Lecturing	Text Book Chapter	Remark
15	Human Resource Strategy in Multinational Firms	Chapter 10	Find articles on this subject and submit the assignment on final exam
16	<b>Semester Break: Only Make-Up Classes</b>		
17	<b>Final Examination</b>		

## 7. Book Reference:

### a) Main Textbook

Boxall, P and Purcell, Strategy and Human Resource Management, 4<sup>th</sup> edition, Palgrave

### b) Supplement Articles

Various online journal articles