

COURSE OUTLINE

(1) GENERAL

FACULTY/SCHOOL:	SCHOOL OF ECONOMICS, BUSINESS AND INTERNATIONAL STUDIES		
DEPARTMENT:	DEPARTMENT OF ECONOMICS		
LEVEL OF STUDY:	POSTGRADUATE		
COURSE UNIT CODE:	ΕΔΟΠ07	SEMESTER:	2 nd SEMESTER
COURSE TITLE:	LEADERSHIP AND HUMAN RESOURCE MANAGEMENT		
SELF RESULTING TEACHING ACTIVITIES:		WEEKLY TEACHING HOURS	CREDITS
		3	6
<i>Add rows if necessary. The teaching organization and the teaching methods used are described in detail in (d).</i>			
COURSE TYPE:	Elective		
PREREQUISITE COURSES:	-		
INSTRUCTION LANGUAGE AND ASSESSMENT LANGUAGE:	Greek		
OPEN TO ERASMUS:	No		
COURSE WEBSITE (URL):	https://eclass.unipi.gr/courses/OEP431/		

(2) LEARNING OUTCOMES

LEARNING OUTCOMES:		(3)
The purpose of the course is to offer students an in-depth understanding of the concept of Leadership and its theories, and how they relate to and/or influence, skills, theories and techniques of Human Resource Management related issues. More specifically, this course offers an extensive understanding of the concepts, content and modern developments in Human Resource Management and focuses on Leadership issues and Human Capital Management and how they can accommodate the development and retention of "Talent" employees within each company. Upon successful completion of the course, students will be able to: • provide originality in applying ideas about Leadership and Personnel Management vs HRM. • integrate knowledge and handle complexity when analyzing the obstacles and factors of economic and strategic development from the perspective of Human Resources Management • recognize the importance and the impact of the concept of Leadership in Human Resource Management for the development of "Talent" employees • state and explain methods and the necessity for Human Capital – Resources Planning (forecasting future requirements) • analyze the concepts and know the systems and methods for: Job Analysis (Description – Specification), Recruitment – Selection, Education and Training of Human Resources, Retention of “Talents” employees and Evaluation of Human Resources • apply the above knowledge in the labor market and understand how it affects Human Resource Management issues		(3)
GENERAL COMPETENCES:		(3)
● Retrieve, analyze and synthesize data and information with the use of the required technologies ● Decision-making process ● Critical thinking ● Promotion of free, creative and inductive thinking ● Work in an international environment		(3)

COURSE CONTENT

• Job Analysis (Job Description – Job Specification) • Human Resources Planning • Recruitment • Selection • Human Resources Learning and Development • Career guidance and Talent Management • Organizational Behaviour, Performance Management • Evaluation • Leadership theories • Compensation and Benefits

(4) ΔΙΔΑΚΤΙΚΕΣ και ΜΑΘΗΣΙΑΚΕΣ ΜΕΘΟΔΟΙ - ΑΞΙΟΛΟΓΗΣΗ

COURSE DELIVERY:	Face to face	
USE OF ICT IN TEACHING:	e-class platform is used for posting course materials and e-mail to communicate with students.	
COURSE DESIGN:	ACTIVITY/METHOD	SEMESTER WORKLOAD
	Lectures	30

	Self, Non-guided study	60
	Literature study	47
	Coursework and Case Studies	47,5
	Exams	3
	Total	187,5 hours
COURSE ASSESMENT:	The course is taught and evaluated using only Greek language. The final exams are taken by students on the examination date at the end of the semester. Upon completion of each module, short multiple choice questions are given to assess the level of learning outcomes. An individual assignment of case studies is given and after their assessment, feedback is given to each student using interactive presentation of the solutions. All course material, procedures and detailed evaluation criteria, are announced to the students during lectures and by posting relevant notifications and material on the electronic platform of e-class.	

(5) SUGGESTED BIBLIOGRAPHY

- *Instructor's Teaching notes available to students via e-class*
 - Gary Dessler 2022, *Human Resources Management*, KRITIKI publisher, Athens
- *Related Journal:*
The Human Resource Management Journal, The International Journal of Human Resource Management, Human Resource Management Review, Journal of Human Resources, British Journal of Management.