The Hebrew University of Jerusalem

Syllabus

PRACTICES IN HUMAN RESOURCES MANAGEMENT - 55919

Last update 25-07-2017

<u>HU Credits:</u> 3

<u>Degree/Cycle:</u> 2nd degree (Master)

<u>Responsible Department:</u> business administration

<u>Academic year:</u> 0

<u>Semester:</u> 2nd Semester

<u>Teaching Languages:</u> Hebrew

<u>Campus:</u> Mt. Scopus

<u>Course/Module Coordinator:</u> Dotan Castro, Ph.D

<u>Coordinator Email:</u> dotan.castro@mail.huji.ac.il

<u>Coordinator Office Hours:</u>

Teaching Staff:
   Dr. Dotan Castro

Course/Module description:
   In the course we will learn the basic theory and practice of several HR and consulting topics such as: Sorting, team work, performance evaluations.

Course/Module aims:
   To learn the importance and practices of human resources management in organizations. The course combines both theoretical and practical prespectives.

Learning outcomes - On successful completion of this module, students should be able to:
   Describe the practices of HR general, performance evaluation, sorting and recruitment and employees development

Attendance requirements(%):
   _10_

Teaching arrangement and method of instruction:

Course/Module Content:
   Staffing - sorting
Team work
Performance evaluation and feedback
Engagement and other aspects

Required Reading:
 Cappelli, P. (2008). Talent management for the 21st century, Harvard Business Review, 86 (5), 74-81.
Casio, W. F. (2005). From business partner to driving business success: The next step in the evolution of H.R management, Human Resource Management, 44 (2), 159-163.
Hewlett S. A., Sherbin L., Sumberg K., (2009). How Gen-Y and Boomers will reshape your agenda, Harvard Business Review, 87 (7/8), 71-76.
Highhouse, S. (2008). Stubborn Reliance on Intuition and Subjectivity in Employee Selection. Industrial and Organizational Psychology-Perspectives on Science and Practice, 1(3), 333-342.

Thornton, G. C., & Gibbons, A. M. (2009). Validity of assessment centers for personnel selection. Human Resource Management Review, 19(3), 169-187.

Barrick, Murray R.; Shaffer, Jonathan A.; DeGrassi, Sandra W. (2009). What you see may not be what you get: Relationships among self-presentation tactics and ratings of interview and job performance. Journal of Applied Psychology, 94(6), 1394-1411.

De Dreu, C. K.W., Weingart, L.R. (2003). Task versus relationship conflict, team performance, and team member satisfaction: A meta-analysis. Journal of Applied Psychology, 88 (4), 741-749.

Kirkman, B.L., & Rosen, B. (1999). Beyond self-management: Antecedents and consequences of team empowerment. Academy of management journal 42 (1), 58-74

Lambert, Alan J.; Payne, B. Keith; Jacoby, Larry L.; Shaffer, Lara M.; Chasteen, Alison L.; Khan, Saera R. (2003). Stereotypes as dominant responses: On the "social facilitation" of prejudice in anticipated public contexts. Journal of Personality and Social Psychology, 84(2), 277-295.

Kerr S. (1995). On the folly of rewarding A while hoping for B. The academy of management executive, 9(1), 7-14.

Gneezy, U. & Rustichini, A. (2000). Pay enough or don't pay at all. Quarterly journal of economics, 115 (3), 791-810.

Mayer, R. C., & Davis, J. H. (1999). The effect of the performance appraisal system on trust for management: A field quasi-experiment. Journal of Applied Psychology, 84 (1), 123–136.

Demerouti, E., Bakker, A.B., Nachreiner, F., et al. (2001). The job demands-resources model of burnout. Journal of Applied Psychology, 86 (3), 499-512.

Kossek, E. E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior human resources research. Journal of Applied Psychology, 83 (2), 139-149.

Colquitt, J.A., Conlon, D.E., Wesson, M.J., et al. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. Journal of Applied Psychology, 86 (3), 425-445.

Cropanzano, R., Byrne, Z. S., Bobocel, D. R., et al. (2001). Moral virtues, fairness heuristics, social entities, and other denizens of organizational justice. Journal of vocational behavior, 58, 164-209.

Additional Reading Material:
  please see the course syllabus

Grading Scheme:

Additional information: