

Human Resource Management for the Hospitality Industry

Course Title	Human Resource Management for the Hospitality Industry				
Course Code	THOM – 306				
Course Type	This course serves as both Elective and Requirement, according to the following table :				
	Culinary Higher Diploma		Requirement		
	All Programs		General Elective		
Level	Bachelor (1 st Cycle)				
Year / Semester	Year 3, A' Semester				
Teacher's Name	Dr Nicos Anastasiou				
ECTS	6	Lectures / week	3	Laboratories / week	
Course Purpose and Objectives	The course examines the theory, design, and practice of human resource management. Topics include job analysis and design, employee selection, manpower planning, training and development, performance evaluation and promotion, compensation plans, teamwork, incentives and equity.				
Learning Outcomes	<p>Upon completion of this course students will be able to:</p> <ol style="list-style-type: none"> 1. Appraise the effectiveness of correct human resource management practice in the hospitality industry. 2. Adopt a strategic approach to human resource management. 3. Evaluate the efficiency of staff development and training techniques. 4. Determine the importance of recruitment and selection in hospitality sector. 5. Assess how performance management is performed with the use of appraisals and merit training. 				
Prerequisites	THOM – 100 Introduction to Hospitality Management		Required	Sophomore	
Course Content	<p>The student is provided with the basic knowledge needed in order to manage people effectively in the hospitality industry. A successful manager needs to adopt a strategic approach to human resource management, due to the fact that the success of any service operation rests on its people.</p> <p>The key to effective personnel management is investigated so as to meet the challenges of a people-oriented hospitality industry. Planning for effective staffing,</p>				



	<p>developing, compensation and union issues will also be covered</p> <ol style="list-style-type: none"> 1. Concept, scope and importance of HRM. 2. Manpower planning, job analysis, job description and job specifications. 3. Recruitment and selection, selection tests and interviews, induction and placement. 4. Training and development, identifying training needs, methods of training and Development. 5. Performance appraisal, merit rating, employee service proforma, effective performance appraisal. 6. Wages and salary administrations, incentive schemes, profit sharing, Employee Benefits. 7. Industrial relations systems, trade unions, collective bargaining. 								
Teaching Methodology	This course will be delivered through lectures with the use of visual tools such as PowerPoint along with case studies examples.								
Mode of delivery	Face to Face.								
Bibliography	Required								
	Ninemeier, D. (2008), <i>Human Resources Management in the Hospitality Industry</i> , Wiley.								
	Recommended								
	Nickson D., (2007), <i>Human resource management for the hospitality and tourism industries</i> , Elsevier.								
Assessment	<p>The following assessment methods are employed to assess this course:</p> <table border="1"> <tr> <td>30 – 50 %</td> <td>Final Exam</td> </tr> <tr> <td>20 – 40 %</td> <td>Mid –Term / Tests / Quizzes</td> </tr> <tr> <td>10 – 30 %</td> <td>Assignments / Projects</td> </tr> <tr> <td>0 – 10 %</td> <td>Class Attendance & Participation</td> </tr> </table>	30 – 50 %	Final Exam	20 – 40 %	Mid –Term / Tests / Quizzes	10 – 30 %	Assignments / Projects	0 – 10 %	Class Attendance & Participation
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Language	English								