

<b>Course Title</b>	Human Resource Management for the Hospitality Industry				
<b>Course Code</b>	THOM – 206				
<b>Course Type</b>	This course serves as both Elective and Requirement, according to the following table:				
	Culinary Higher Diploma		Requirement		
	All Programs		General Elective		
<b>Level</b>	Bachelor (1 <sup>st</sup> Cycle)				
<b>Year / Semester</b>	Year 3, A' Semester				
<b>Teacher's Name</b>	Dr Panicos Constanti				
<b>ECTS</b>	6	<b>Lectures / week</b>	3	<b>Laboratories / week</b>	
<b>Course Purpose and Objectives</b>	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.				
<b>Learning Outcomes</b>	<p>Upon completion of this course students will be able to:</p> <ol style="list-style-type: none"> <li>1. Become familiar with human resource management: recruiting, selecting, orienting, training and retaining outstanding staff members.</li> <li>2. Evolve quest expectations and a proliferation of new laws that impact human resource policies and activities.</li> </ol>				
<b>Prerequisites</b>	Sophomore			<b>Required</b>	
<b>Course Content</b>	<ol style="list-style-type: none"> <li>1. Concept, scope and importance of HRM.</li> <li>2. Manpower planning, job analysis, job description and job specifications.</li> <li>3. Recruitment and selection, selection tests and interviews, induction and placement.</li> <li>4. Training and development, identifying training needs, methods of training and Development.</li> <li>5. Performance appraisal, merit rating, employee service performance, effective performance appraisal.</li> <li>6. Wages and salary administrations, incentive schemes, profit sharing, Employee Benefits.</li> <li>7. Industrial relations systems, trade unions, collective bargaining.</li> </ol>				

<b>Teaching Methodology</b>	This course will be delivered through lectures with the use of visual tools such as PowerPoint along with case studies examples.								
<b>Mode of delivery</b>	Face to Face.								
<b>Bibliography</b>	<b>Required</b>								
	Boella, M.J. & Goss-Turner, S. Human Resource Management in the Hospitality Industry: A Guide to Best Practice (10 <sup>th</sup> ed.) Routledge.								
	<b>Recommended</b>								
	Jerald, C., (2021), <i>Human Resource Management in a Hospitality Environment</i> , Apple Academic Press.  Wilkinson, A., Dundon T. & Redman, T. (2022) <i>Studying Human Resource Management: A Guide to the Study, Context and Practice of HR</i> (3 <sup>rd</sup> ed.) CIPD – Kogan Page								
<b>Assessment</b>	The following assessment methods are employed to assess this course: <table border="1" data-bbox="512 931 1366 1189"> <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 &amp; 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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<b>Language</b>	English								