

Name: Public Sector HRM								
module/course code	Student workload	Credits (ECTS)	Semester VII	Frequency ODD SEMESTER	Duration			
IAP4150	510 (minutes/week)	4.53 ECTS			1x per semester			
	Types of courses:  Tutorial/Lecturer/Response	Contact hours:  150 minutes/week		Independent study:  360 minutes/week	Class size X students: 30 Students (S1)			
1	Prerequisites for participation -							
2	<p>Learning outcomes</p> <table border="1"> <tr> <td>Students are able to understand and identify various concepts and theories of public sector human resource management (CPL 1, 2, 26)</td> </tr> <tr> <td>Students are able to identify public sector human resource management systems and cycles (CPL 1, 3, 13)</td> </tr> <tr> <td>Students are able to analyze the public sector human resource management process (CPL 1,2, 16, 26)</td> </tr> </table>					Students are able to understand and identify various concepts and theories of public sector human resource management (CPL 1, 2, 26)	Students are able to identify public sector human resource management systems and cycles (CPL 1, 3, 13)	Students are able to analyze the public sector human resource management process (CPL 1,2, 16, 26)
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3	<p>Description</p> <p>This course discusses the needs of human resource management, human resource planning, job analysis and design, resource development, career planning and performance appraisal, maintenance of working relationships. After taking this course, students are expected to be able to understand various problems, challenges and technical matters related to Human Resource Management. Students can carry out professional human resource management and have entrepreneurial skills.</p>							
4	<p>Subject aims/Content:</p> <ol style="list-style-type: none"> <li>1. Background, scope and definition of Public Sector HRM;</li> <li>2. Core values of HR in the Public Sector;</li> <li>3. Public Sector HRM System;</li> <li>4. HRM Strategy, Tactics and Operations</li> <li>5. Public Sector HRM Planning</li> <li>6. Job analysis</li> <li>7. Recruitment and selection</li> <li>8. Training and development</li> <li>9. Talent acquisition management</li> <li>10. Work management</li> <li>11. Talent development management</li> <li>12. Compensation and benefits management</li> <li>13. Labor and union relations management</li> <li>14. Work-Life Management in HRM Public sector</li> <li>15. Diversity in Public Sector HRM</li> <li>16. Gender in public sector HRM</li> </ol>							

5	Teaching methods lectures, discussions
6	Assessment methods: assignments, Mid-Term Exam, Final-Term Exam, quizzes,
7	Other information e.g. bibliographical references: <ul style="list-style-type: none"><li>• Daly, John L. (2015). Human Resources Management in the Public Sector: Policies and Practices. Routledge.</li></ul> Pynes, Joan E. (2015). Human Resources Management for Public and Non-Profit Organizations. Josey-Bass.