



## Course Syllabus (Academic Year 2020)

School of Interdisciplinary Studies, Mahidol University

1. **Course No. and Title** : KAMG202 Human Resource Management  
**Credit (study hours)** : 3 (3-0-6)
2. **Program Name** : Bachelor of Accountancy
3. **Course Module** : Major Required  
**Prerequisite** : KACM141 Organization and Management  
**Co-requisite** : -
4. **Class Semester** : X 1<sup>st</sup> Semester  2<sup>nd</sup> Semester Academic Year 2020
5. **Class Schedule & Venue** : Tuesday 13.00 – 16.00 Online (Webex)  
 Room  
 Laboratory Room .....
6. **Class Coordinator** : Akadet Chaichanavichakit Email: c.akadet@gmail.com  
Office Hour: After class or by appointment

### 7. Course Description

Concepts and theory of human resource management, human resource management strategy, business ethics and corporate social responsibilities, workforce diversity management, human resource planning recruitment selection training and human resource development, performance management, compensation management, safety and health, labor relation and collective bargaining, labor laws.

### 8. Course Objectives

KAMG 202 focuses upon establishing fundamental understanding of human resource management within the context of globalized and digital world where roles and responsibility of HR professionals are being transformed to meet new workforce challenges. Students will learn basic human resource concepts starting from HR strategy, recruitment and selection, performance management, career management to compensation and benefits.

In addition to class lecture, case studies and class workshops will be arranged to provide the students opportunities to solve HRM challenges in order to understand more about how the concepts can be applied in different situations. By actively participating in classroom activities, the students will be equipped with HR critical knowledge and problem solving skills which will be essential when they meet human resource challenges in the future.

It is expected that upon completion of this course, the students will be able to:

- Understand fundamental HRM concepts and the way they are implemented
- Solve basic cases using learnt concepts, ideas, and researched information
- Evaluate, question, or criticize certain HR practices

## 9. Class Instructor List

Akadet Chaichanavichakit      Email : c.akadet@gmail.com

## 10. Course Outline

Week	Date	Contents	Teaching & Learning Method
1	Aug 11, 2020	Managing Human Resources Today	Lecture and Group discussion
2	Aug 18, 2020	Human Resource Strategy and Analysis	Lecture and Group discussion
3	Aug 25, 2020	Workforce Planning and Employment: Job Analysis and Talent Management	Lecture and Group discussion
4	Sep 1, 2020	Workforce Planning and Employment: Personal Planning and Recruiting	Lecture and Group discussion
5	Sep 8, 2020	Workforce Planning and Employment: Selecting Employees	Lecture and Group discussion
6	Sep 15, 2020	Case Analysis	Case analysis
7	Sep 22, 2020	Training and Human Resource Development: Training and Developing Employees	Lecture and Group discussion
8	Sep 29, 2020	Training and Human Resource Development: Performance Management and Appraisal	Lecture and Group discussion
9	Oct 20, 2020	Training and Human Resource Development: Managing Careers	Lecture and Group discussion
10	Oct 27, 2020	Compensation and Total Rewards: Developing Compensation Plans	Lecture and Group discussion
11	Nov 3, 2020	Compensation and Total Rewards: Pay for Performance and Employee Benefits	Lecture and Group discussion
12	Nov 10, 2020	Employee and Labor Relations	Lecture and Group discussion
13	Nov 17, 2020	Special Issues in Human Resource Management: <ul style="list-style-type: none"> <li>• Managing HR Globally</li> <li>• Managing Human Resources in Small and</li> </ul>	Lecture and Group discussion

		Entrepreneurial Firms	
14	Nov 24, 2020	Presentation	Presentation and Group discussion
15	Final Examination		

\*Please note that the class schedule can be adjusted as appropriate

## 11. Course Assessment

No.	Methods / Activities	Week	Weight Distribution (%)
11.1	Attendance	1-14	5
11.2	Participation	1-5, 7-14	15
11.3	Midterm Examination (Case Analysis I)	6	20
11.4	Term Project	14	20
11.5	Final Examination (Case Analysis II)	15	40
		<b>Total</b>	<b>100</b>

### Attendance

To comply with the Office of the Higher Education Commission (OHEC) Requirements:

If any student misses more than three classes, regardless of any reason, he or she will not be allowed to take the final examination.

One absence will result in 1 mark deduction. Two late arrivals to class will be counted as an absence.

The Dean, Division Chairperson, and Lecturer of this subject are empowered to withdraw or withhold correction of the final examination papers from students lacking class attendance requirements without the students' consent.

### Participation

Class participation is a group-based activity, each group will have three members. Group will be awarded 1 mark each time a member participates in the class, with the maximum of 3 marks per session.

### Term Project

Term project is a group-based activity, each group will have six members. Students will demonstrate their well understanding of class concepts, analysis and communication skills.

Topic: To Be Announced (TBA)

### Midterm Examination and Final Examination: Case Analysis

This class relies on cases as vehicles for learning. For both midterm examination and final examination, a case study will be distributed prior to the date of examination for student preparation. On the date of

examination, a short set of questions will be posted. Grade will be awarded only to students who hand in the papers on time.

Students are expected to demonstrate their well understandings of class concepts as well as their analytical skills through their analyses and recommendation developments.

### Grading Criteria

*Content (80%):*

Comprehension: Understanding the key points and drawing a connection between the chosen topic and the course

Logic: There is a clear path from the student's analysis of the case facts and their recommendations

Completeness: Clear, concise and thorough responses to each question

*Professionalism (20%):*

*Delivery:* Convey all the messages to the reader clearly

*Mechanics:* Avoid structural and spelling errors

## 12. Grading System

Criterion-referenced evaluation

Grade	Score	Grade	Score	Grade	Score	Grade	Score
A	≥ 80 %	B	70 – 74.99%	C	60 – 64.99%	D	50 – 54.99%
B+	75 – 79.99%	C+	65 – 69.99%	D+	55 – 59.99%	F	< 50 %

Norm-referenced evaluation

\*If use both criterion and norm-referenced evaluation, please tick two boxes.

## 13. References

### Required Reading

Dessler, G. (2019). *Fundamentals of Human Resource Management* (5th Global Edition ed.). New York, NY: Pearson Education. ISBN: 9781292261904

### Supplemental Reading

McShane, S. L., & Young, V. G. (2021). *Organizational behavior: Emerging Knowledge, Global Reality*.

Dubuque, IA: McGraw-Hill Education. ISBN: 9781260799552

Fisher, R., Ury, W., and Patton, B. (1991). *Getting to Yes* (2 ed.). New York, NY: Penguin Books. ISBN 9780395631249

Regular reading of global and local business newspapers, magazines, journals and/or articles.

### Note

### Class Rules

Communication Devices

Active cell phones or any communication devices are not welcome in the classroom. If you regularly carry one of these devices during the day, make sure you turn it off before the class starts.

#### Anti-Cheating Policy

If any student or a group of students will be caught taking attendance for friends, copying, partial/entire project or hire outside or inside person to do their works, the faculties consider such act a serious matter, which will automatically result in 'F' grade for an entire group.

#### Dress Code

Proper Attire