



TQF. 3 Course Syllabus

Course Title : IAL2208 Human Resource Managment

Credits : 3(3-0-6)

Semester : 2 **Academic Year** : 2015

Curriculum : Bachelor of Arts in Airline Business (English Program)

International College, Suan Sunandha Rajabhat University

(SSRUIC)

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Section 1 General Information

1. Codes and Course Title: IAL2208 Human Resource Management

2. Credits: 3(3-0-6)

3. Curriculum and Course Category:

This course of Bachelor of Arts, International College, and SSRU is categorized in Airlines Business Free Elective Course.

4. Lecturer (s):

Ms. Rojanard Waramontri

Tel. 02 160 1200 E-mail: rojanardw@gmail.com

5. Year / Semester

Year 2015 / Semester 2

6. Prerequisite Course

None

7. Co-requisite Course:

None

8. Learning Location

SSRUIC Building

9. Last Date for Preparing and Revising this Course:

25 December 2015

Section 2 Aims and Objectives

1. Course Aims

At the end of this course, the student should possess competencies in cognitive domain, psychomotor domain, and affective domain.

This course aims to provide students with a good foundation to Human Resource Management. Students should be able to demonstrate the following:

- 1.1 Articulate the major theoretical approaches to the study of human resource management.
- 1.2 Awareness and understanding of the links between these theories and wider theories of the firm.
- 1.3 Awareness of different attitudes to economic and societal well-being.
- 1.4 Thorough grounding in the historical emergence of the corporate form.
- 1.5 An understanding of major contemporary perspectives on corporate behaviours.
- 1.6 An understanding of the relationships between corporate behaviours and corporate governance, corporate strategy and managerial processes.
- 1.7 An introduction to moral perspectives as they relate to managerial decision making and corporate structures
- 1.8 An understanding of the emergence of human resource management and related practices
- 1.9 Knowledge of cases relevant to the study of the corporation and human resource management

2. Objectives for Developing / Revising Course (content / learning process / assessment / etc.)

Human resource management (HRM) is one of the essential functions in organizations. Through the study of human resource management, students can develop a better understanding of how organizations work as a whole. What is the function of HRM? What are HRM practices in Thailand/Asia? Case studies related to Thailand.

Section 3 Course Structure

1. Course Outline

IAB2208 Human Resource Management

3(3-0-6)

Strategic human resource, human resource information systems, resourcing and assessment, performance management, remuneration management, productivity and benchmarking, industrial relations, strategic training and development, organizational behaviour, and welfare management (uniform, insurances, medical treatment, financial aid for employees etc.).

2. Time Length per Semester (Lecture – hours / Practice – hours / Self Study – Hours)

Lecture	Practice/ Field Work/Internship	Self Study	Remedial Class
45 Hours (3 hours per session)	0 Hour(s)	90 Hours (6 hours per session)	Upon request

3. Time Length per Week for Individual Academic Consulting and Guidance

By appointment or via e-mail

Section 4 Developing Student's Learning Outcomes

Learning Standards/Outcomes	Learning Activities	Learning Assessment
<p>1. Ethics and Morals</p> <p>Understand discipline of people who work in Airline business and their culture.</p>	<p>1. Lecture with case study</p> <p>2. Self-study</p>	<p>1. Attendance</p> <p>2. Report of case study</p>
<p>2. Knowledge</p> <p>Students will have knowledge of English using on board especially for ensuring the safety and service to passengers.</p> <ul style="list-style-type: none"> • Apply technical and information skills appropriate to their discipline or professional area • Understand the limitation of, and have the capacity to evaluate, their current knowledge • Learn both independently and cooperatively • Learn new skills and apply learning to new and unexpected situations 	<p>1. Lecture with case study</p> <p>2. Presentation and assignment</p> <p>3. Reading, Writing, Listening & Speaking</p>	<p>1. Mid term</p> <p>2. Final Examination</p>

<p align="center">Learning Standards/Outcomes</p>	<p align="center">Learning Activities</p>	<p align="center">Learning Assessment</p>
<p>3. Cognitive Skills</p> <p>Students will be able to communicate effectively across a range of context. Demonstrate oral, written, communication;</p> <ul style="list-style-type: none"> • Present and summarize their ideas in written and oral; • Access, present info through assignment 	<ol style="list-style-type: none"> 1. Analyze the case study 2. Group discussion 3. Exhibit a project and presentation 	<ol style="list-style-type: none"> 1. Midterm and Final Examination 2. Quiz and Test
<p>4. Interpersonal Skills and Responsibilities</p> <p>Social skills: helping, trust building, conflict management, decision-making, leadership, learn to respect others people's opinion</p>	<ol style="list-style-type: none"> 1. Group work 2. Self-study 	<ol style="list-style-type: none"> 1. Presentation 2. Report
<p>5. Numerical Analysis, Communication and Information Technology Skills</p> <p>The students have developed competencies in numeracy and information literacy.</p>	<ol style="list-style-type: none"> 1. E-learning 2. Self-study 	<ol style="list-style-type: none"> 1. Quiz 2. Report

Section 5 Lesson Plan and Assessment

1. Lesson Plan

Week	Topic/Outline	Hours	Learning Activities and Medias	Lecturer(s)
1	<ul style="list-style-type: none"> • Course outline Strategic human resource 	3	<ul style="list-style-type: none"> • Student-centered: Constructivist approaches and Cooperative learning • Lecture and Practice • Social skill and team work • Case study 	Ms. Rojanard Waramontri
2	human resource information systems	3	<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based learning and Hands-on activities • Mini assignment • Case study • Role play 	Ms. Rojanard Waramontri
3	resourcing and assessment		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based learning and Hands-on activities • Social skill and team work 	Ms. Rojanard Waramontri

4	performance management		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based learning and Hands-on activities Mini assignment 	Ms. Rojanard Waramontri
5	remuneration management		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based Learning and Hands-on Activities • Social skill and team work 	Ms. Rojanard Waramontri
6	productivity and benchmarking		<ul style="list-style-type: none"> • Lecture and Practice • Student-centered: Problem-Based learning and Cooperative learning approaches • Movie clip 	Ms. Rojanard Waramontri
7	industrial relations		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based Learning and Hands-on Activities • Social skill and team work 	Ms. Rojanard Waramontri

8	strategic training and development		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based Learning and Hands-on Activities • Social skill and team work 	Ms. Rojanard Waramontri
9	organizational behaviour		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based Learning and Hands-on Activities • Social skill and team work 	Ms. Rojanard Waramontri
10	welfare management (uniform, insurances, medical treatment, financial aid for employees etc.)		<ul style="list-style-type: none"> • Lecture and Practice • Problem-Based Learning and Hands-on Activities • Social skill and team work 	Ms. Rojanard Waramontri
	Final Examination	3	Exam paper	Invigilator
Total of Hours		45		

2. Learning Assessment Plan

	Learning Outcome	Assessment Activities	Time Schedule (Week)	Proportion for Assessment (%)
1	Ethics and Morals	Attendance Uniform standard	1-8	10%
2	Knowledge	Midterm Test Final Examination	4 8	25% 25%
3	Cognitive Skills	Assignment, Report, and Presentation	1,2,3,5,6,7	20%
4	Interpersonal Skills and Responsibilities	Group work	1,2,3,5,6,7	10%
5	Numerical Analysis, Communication and Information Technology Skills	Group work, Presentation, E- Learning	1,2,3,5,6,7	10%

Section 6 Learning and Teaching Resources

1. Textbook and Main Documents

Baum, T., Amoah, V. and Spivack, S. (1997), “Policy dimensions of human resource management in the tourism and hospitality industries”, *International Journal of Contemporary Hospitality Management*, pp. 221-229.

Dessler, G. (2010). *A Framework for Human Resource Management*. New Jersey: Prentice Hall.

Hook, C. and Foot, M. (2002). *Introducing Human Resource Management*. London: Prentice Hall.

Jolliffe, L. and Farnsworth, R. (2003). “Seasonality in Tourism Employment: Human Resource Challenges”, *International Journal of Contemporary Hospitality Management*, Vol. 15 No. 6, pp. 312-316.

2. Important Documents for Extra Study

3. Suggestion Information (Printing Materials/Website/CD/Others)

Section 7 Course Evaluation and Revising

1. Strategies for Course Evaluation by Students

Evaluation sheet

Behavior of students in class and uniform standard

Students' suggestion during the class

2. Strategies for Course Evaluation by Lecturer

Exam result

3. Teaching Revision

Classroom research

4. Feedback for Achievement Standards

Evaluation based on quizzes, paper, presentation, semester paper

5. Methodology and Planning for Course Review and Improvement

Encourage the students to do essential and external reading and submit paper and presentation on time. Find further study and information related to this course in library as well as internet.