

## COURSE OUTLINE

### (1) GENERAL

<b>SCHOOL</b>	MARITIME AND INDUSTRIAL STUDIES		
<b>ACADEMIC UNIT</b>	MARITIME STUDIES		
<b>LEVEL OF STUDIES</b>	UNDERGRADUATE		
<b>COURSE CODE</b>	NA51	<b>SEMESTER</b>	Winter Semester Elective
<b>COURSE TITLE</b>	HUMAN RESOURCES MANAGEMENT IN SHIPPING		
<b>INDEPENDENT TEACHING ACTIVITIES</b> <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		<b>WEEKLY TEACHING HOURS</b>	<b>CREDITS</b>
		4	6
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
<b>COURSE TYPE</b> <i>general background, special background, specialised general knowledge, skills development</i>	SPECIALISED GENERAL KNOWLEDGE		
<b>PREREQUISITE COURSES:</b>	NA		
<b>LANGUAGE OF INSTRUCTION and EXAMINATIONS:</b>	GREEK		
<b>IS THE COURSE OFFERED TO ERASMUS STUDENTS</b>			
<b>COURSE WEBSITE (URL)</b>	<a href="https://eclass.unipi.gr/courses/NAS">https://eclass.unipi.gr/courses/NAS</a>		

### (2) LEARNING OUTCOMES

<p><b>Learning outcomes</b></p> <p><i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i></p> <p><i>Consult Appendix A</i></p> <ul style="list-style-type: none"> <li>• <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i></li> <li>• <i>Descriptors for Levels 6, 7 &amp; 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i></li> <li>• <i>Guidelines for writing Learning Outcomes</i></li> </ul>
<p>The course of Human Resources Management in Shipping aims at:</p> <ul style="list-style-type: none"> <li>▪ Analysing the conceptual background and the modern theories and practices of Human Resources Management</li> <li>▪ Explaining how the systematic and long-term treatment of human capital helps to attract, retain and develop skilled and satisfied employees and achieving business objectives</li> <li>▪ Analysing the context for the implementation of the HRM theories and practices in the maritime sector</li> </ul>

- Adjusting the theories, methodologies and tools of HRM for the management of employees ashore and onboard the ships
- Analysing the specific traits of the seafaring profession and the way they affect Human Resources Management
- Providing the knowledge that contribute to analytical and synthetic ability of learners

After the completion of the course students should be able:

- To understand the functions of Human Resources Management
- To understand how human capital contributes to the effective operation of firms and organizations
- To understand the necessity for the development of tools and methods that will contribute to the satisfaction of employees and to the achievement of specified objectives
- To adjust theories and tools of Human Resources Management to the specific business environment of shipping industry
- To understand the global character of labour markets of the maritime sector and the way it affects the practices of HRM
- To understand issues related to the multiculturalism and the diversity and the need to manage them properly

#### General Competences

*Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?*

*Search for, analysis and synthesis of data and information, with the use of the necessary technology*

*Adapting to new situations*

*Decision-making*

*Working independently*

*Team work*

*Working in an international environment*

*Working in an interdisciplinary environment*

*Production of new research ideas*

*Project planning and management*

*Respect for difference and multiculturalism*

*Respect for the natural environment*

*Showing social, professional and ethical responsibility and sensitivity to gender issues*

*Criticism and self-criticism*

*Production of free, creative and inductive thinking*

*.....*

*Others...*

*.....*

The Human Resources Management in Shipping deals with the systematic and long-term treatment of human resources of an organization seeking planning activities and policies for staff so as to meet the long-term needs of the organization. The Human Resources Management enables organizations to acquire, maintain and exploit talented people who will contribute to achieving their goals.

The course aims at developing the following competences to the degree-holder:

- Business Environment Analysis
- Working in an international environment

- Search for, analysis and synthesis of data and information, with the use of the necessary technology
- Decision-making
- Team work
- Respect for difference and multiculturalism
- Showing social, professional and ethical responsibility and sensitivity to gender issues
- Production of free, creative and inductive thinking
- Conflict management
- Human resources management
- Criticism and self-criticism
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### (3) SYLLABUS

The course emphasizes fundamental concepts of the science of Human Resources Management which adjusts to the needs of businesses in the shipping industry. It focuses on the systems approach of organizations and analyses a series of interrelated modules, which all are sub-system of the HRM system.

The main topics that are examined are:

- Introduction to HRM
- Analysis of the businesses' external environment
- Human resources planning,
- Job analysis,
- Recruitment and selection of HR,
- Training and development of HR,
- Compensation of HR
- Performance evaluation of HR
- Labor relations
- International HRM
- Diversity and cultural issues
- Global seafaring labour market
- Crew management
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#### (4) TEACHING and LEARNING METHODS - EVALUATION

<p style="text-align: center;"><b>DELIVERY</b> <i>Face-to-face, Distance learning, etc.</i></p>	Face to face	
<p style="text-align: center;"><b>USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY</b> <i>Use of ICT in teaching, laboratory education, communication with students</i></p>	Use of eclass platform	
<p style="text-align: center;"><b>TEACHING METHODS</b> <i>The manner and methods of teaching are described in detail. Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i></p> <p><i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i></p>	<b>Activity</b>	<b>Semester workload</b>
	Lectures	46 hours
	Case Studies analysis	10 hours
	Self-directed study	54 hours
	Individual or group project	40 hours
Course total		<b>150 hours</b>
<p><b>STUDENT PERFORMANCE EVALUATION</b> <i>Description of the evaluation procedure</i></p> <p><i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i></p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>	<p><b>Evaluation procedure</b> Students may choose on of the following options:</p> <ul style="list-style-type: none"> <li>A. Summative evaluation with open-ended questions (100%)</li> <li>B. Individual of group written project and public presentation (40%) plus summative evaluation with open-ended questions (60%)</li> </ul> <p><b>Evaluation criteria for summative evaluation: comprehensiveness, accuracy and critical thinking</b> <b>Evaluation criteria for written project :</b> extent of gathering and researching information, organization and time management, critical thinking</p> <p><b>Language of evaluation</b> Greek with specialised terminology in English</p>	

## (5) ATTACHED BIBLIOGRAPHY

- *Suggested bibliography:*

1. L.S. Chytiris (2013), *Human Resource Managment*, Faidimos Publications, Athens.

- *Related academic journals:*

1. Human Resource Management Review
2. Human Resource Management Journal
3. International Human Resource Management Journal
4. Maritime Policy and Management
5. WMU Journal of Maritime Affairs