

Human Resource Management (ECTS 2)

COURSE OUTLINE

(1) GENERAL

SCHOOL	MARITIME AND INDUSTRIAL STUDIES		
ACADEMIC UNIT	MARITIME STUDIES		
LEVEL OF STUDIES	POSTGRADUATE		
COURSE CODE	MNA33	SEMESTER	A
COURSE TITLE	Human Resource Management		
INDEPENDENT TEACHING ACTIVITIES <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>	WEEKLY TEACHING HOURS	CREDITS	
Lectures	3	2	
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	General knowledge		
PREREQUISITE COURSES:	NO		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO		
COURSE WEBSITE (URL)	https://eclass.unipi.gr/courses/NAS399/		

(2) LEARNING OUTCOMES

<p>Learning outcomes</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"> • <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> • <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> • <i>Guidelines for writing Learning Outcomes</i> <p>The course aims at providing the basis for the</p> <ul style="list-style-type: none"> • analysis the knowledge basis and the contemporary theories and applications on the Management of Human Capital.

- understanding how the systematic and long-term approach on the management of human resources contributes to the recruitment, retention and development of skilled and satisfied employees and to the achievement of organization's objectives.
- development of analytic skills of students

After the successful completion of the course students are expected to be able:

- to understand the functions of Human Resource Management
- to understand the contribution of human factor to the effective operation of organizations
- to understand the need for the development and use of tools which will contribute to the satisfaction of human resources and to the achievement of organization's objectives
- to understand the global dimension of the labor markets in shipping industry and the ways this dimension affects the practices of Human Resource Management
- to understand how diversity is incorporated in the tools and methods of Management of Human Capital in Shipping

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?

<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>
<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>
<i>Decision-making</i>	<i>Respect for the natural environment</i>
<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>
<i>Team work</i>	<i>Criticism and self-criticism</i>
<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>
<i>Working in an interdisciplinary environment</i>	<i>.....</i>
<i>Production of new research ideas</i>	<i>Others...</i>
	<i>.....</i>

After the completion of the course students should be able to understand Management of Human Capital (MHC) as the systematic and long-term management of human capital in a way that meets the long-term needs of the organization. Management of Human Capital allows organizations to recruit, and retain competent employees, who will contribute to the achievement of their objectives.

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 fo gender issues
- Production of free, creative and inductive thinking
- Criticism and self-criticism
- Conflict management
- Management of human factor

(3) SYLLABUS

The main topics that are examined are

1. Introduction to the course
2. Theories of Management of Human Capital
3. Management of Human Capital in Shipping

4. Functions and operations of shipping companies,
5. Organisation of shipping companies
6. Departmentalization of shipping companies
7. Organizational culture of shipping companies,
8. Human resources management in shipping companies -HRM for seagoing personnel
9. Governance systems – Outsourcing in shipping companies
10. Leadership, entrepreneurship and innovation in shipping - Corporate social responsibility

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	Face-to- face (in class lecturing)	
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	Support Learning through the e-class platform	
TEACHING METHODS <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. 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>	Activity	Semester workload
	Lectures	6 hours
	Non-guided study	54 hours
		Course total
STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure 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 Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	<ul style="list-style-type: none"> • Writing of a project 	

(5) ATTACHED BIBLIOGRAPHY

- Suggested bibliography:

Theotokas I. (2019), *Organization and Management of shipping companies*, Alexandria, Athens (in Greek).
 Chytiris L. (2018) *Management of Human Resources*, Benos, Athens (in Greek).

- 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