Course Description (Goals & Objectives):

Course Objective
- An organization is comprised of physical resources and human resources, and the human resource is an important agent that utilizes the physical resource to meet the management goal.
- Human resource management aims to effectively manage these human resources, and the effective management of the human resource is a factor that directly affects the achievement of the company’s goals.
- This course aims to teach the basic theory on the human resource management, as a subsystem of a corporate management system, and systematically examine the human resource management that can contribute to enhance the performance through analysis of actual business cases.

Course Overview
Part 1: Basic area of human resource management
Part 2: Management area of human resources
Part 3: Management area of working condition
Part 4: Management area of working morale

Course Outline:

- Week 1
  - Introduction about the course and introduction of the future course method
  - Introduction about the class teaching method
  - Explanation about credit allocation method
  - Necessity and concept about human resource management
  - 21st century management environment change
  - Change of era
  - Change of value
- Change of human resource management
- Paradigm conversion of human resource management
- Difference between personnel management and human resource management
- New paradigm of human resource management
- Human resource management of a successful company

**Week 2**

Management and human resource management
- Corporate management function and human resource management
- Effectiveness and efficiency of an organization
Role and management technology of a manager
- Manager role theory
- Management function theory
- Management technology
Importance of management and human resource management
- Importance of human resource management decision making
- Importance of human resource management environment and basic activities
- Importance of human resource management department roles and responsibilities

**Week 3**

Creation and development of human resource management
Pre-modern personnel management
- Despotic personnel management
- Compassionate personnel management
Early modern personnel management
- Emergence of scientific rationalism and industrial democracy ideology
Creation and development of human resource management
Early modern personnel management
- Taylor’s scientific management theory
- Fayol’s general management theory
- Weber’s bureaucracy theory
Creation and development of human resource management
Modern personnel management
- Emergence of new rationalism thinking
- Mayo’s human relation theory
- Behavioral science theory

● **Week 4**
  Creation and development of human resource management
  Modern personnel management
  - Start of organization environment theory
  - Open system approach
  - Contingency approach
  Creation and development of human resource management
  Development of human resource management
  - Phase 1 of human resource management (1980s)
  - Phase 2 of human resource management (1990s)
  - New trend of human resource management

● **Week 5**
  Human resource information management
  Job analysis
  - Concept and process of job analysis
  - Type of job analysis
  - Method of job analysis
  - Job descriptions and statements
  Job evaluation
  - Concept and purpose of job evaluation
  - Factors of job evaluation
  - Method of job evaluation

● **Week 6**
  Human resource information management
  Job design
  - Historical development of job design
  - Approach method of job design
  - Job characteristics model
  Performance assessment
  - Meaning of performance assessment
  - Process of performance assessment
  - Purpose of performance assessment
- Method of performance assessment
- Task to operate performance assessment

**Week 7**

Human resource information management
Performance assessment (new evaluation system)
- Necessity to introduce a new evaluation system
- Multi-facet evaluation system
- Balance performance table

Employment management
Planning of human resource
- Demand prediction method of labor force
- Supply prediction method of labor force
- Goal setting and strategic planning
- Program execution and evaluation

**Week 8**

Mid-term Exam

**Week 9**

Hiring management
Employment management
- Significance of personnel movement and adjustment management
- Type of personnel movement
- Significance of job changing management
- Voluntary job change (resignation and leave of absence)
- Involuntary job change

**Week 10**

Corporate training and development management
- Theoretical basic on training and development
- Approach to train and develop employees
- Training and development process
Training and learning theory
- Significance of learning
- Learning theory (theory of action, theory of cognition)
- Concept and characteristics of learning curve
- Learning curve and motivation
- Learning organization

● Week 11
Corporate training and development management
Training and development method
- Training and development system
- New employee and orientation
- Purpose and conduct of orientation
Training and development system (training development by hierarchy)
- Training method for front-end employees
- Type of training for top management level
- Type of training for middle management level
- Type of training for lower management level and employees
Corporate training and development management
Training methodology
- Brainstorming, case study research, MG seminar, etc.
Organization development and experience development
- Significance and type of organization development

● Week 12
Wage management
Wage management area
- Worker, manager and wage
- Innovation of wage management system
Management on wage management level
- Significance of wage level
- Wage level determining factor
- Lowest wage system
Wage system management
- Significance of wage system
- Basic wage system
- Additional wage system

**Week 13**
Wage management
Management on wage type
- Significance of wage type
- Fixed-rate
- Incentive system
Labor-management relations
Development process of labor-management relations
- Despotic labor-management relations
- Compassionate labor-management relations
- Early modern labor-management relations
- Modern labor-management relations

**Week 14**
Human relations management
Human relations and human relations management
- Emergence of human relations management theory
- Development of human relations management and motivation theory
- New task of motivation theory
Human relations management improvement method
- Effective communication
- Conflict management
Performance-oriented leadership
- Leadership theory development process
- New leadership theory development
- Organization performance and leadership

**Week 15**
Supplementary week

**Week 16**
Final Exam

Textbook(s):
Human Resource Management in Digilog Era / Pakyoungsa
Class Website: e-Class

Course Assignments & Grading:
- Non-scheduled Evaluation 5
- Mid-term Exam 35
- Final Exam 35
- Attendance 10
- Homework 10
- Attitude 5