

Syllabus [2025Year 2 Term]

Course Information

Course Title	Human Resource Management	Credits	3
Course Code	388920-6	Required/Elective (For Undergraduate Courses)	Selective majors
Department or Major	Department of International Business Administration	Language	English
Methods of Teaching		Lecture Room	화7,8,9/ 목7,8,9(국제505)
Time Allotment	Lecture(3) Experiments(0) Trainging & Practice(0) Performance(0) Designing & Planning(0)	Cyber Lectures	
Course Type			
Cyber Lectures Preview	https://clms.dankook.ac.kr/em/687476d475265		

Lecturer

Lecturer	Name	Haejoo Han	Rank	Assistant Professor	Final Academic Degree	경영학박사
	Department & college	Department of International Business Administration		Office		
	Office Phone Number	—		e-mail	haejoohan@dankook.ac.kr	
	Field of Interest					

Course Summary

Course Description	<p>The Human Resource Management course covers effective methods for managing human resources in businesses and organizations. Students will explore topics such as trends in human resource management, providing equal employment opportunities and a safe workplace, analyzing work and designing jobs, planning for and recruiting HR, selecting employees and placing them in jobs, training employees, and developing employees for future success. Additionally, the course will cover performance management, establishing a pay structure, recognizing employee contributions with pay, providing employee benefits, and managing HR globally.</p> <p>** The course will be conducted as an online remote class (recorded lectures), and both the midterm and final examinations will take place offline and will be closed-book.**</p>
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	***Offline attendance may be required if necessary**
Description Related Courses	
Course Goals	
Projected Results	<ul style="list-style-type: none"> • Understand the core concepts and latest trends in human resource management. • Learn policies and procedures for providing equal employment opportunities and creating a safe workplace. • Comprehend the importance of job analysis and design, HR planning, and recruitment, and apply these concepts through practical examples. • Gain knowledge on employee selection and placement, training and development, and strategies for fostering future success. • Develop strategies for performance management, establishing pay structures, and recognizing employee contributions with appropriate rewards. • Understand the challenges of managing HR globally and develop the skills to address these challenges effectively.
Percentage of the original language classes(%)	English 100
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Syllabus

Times	Lecture Topic	Lecture Goals	Lecture Methods	Assignments
1	Class orientation Managing human resources (HR)		이러닝 ,	
2	Trends in human resource management		이러닝 ,	
3	Analyzing work and designing jobs		이러닝 ,	
4	Planning for and recruiting HR		이러닝 ,	
5	Selecting employees and placing them in jobs Training employees (1)		이러닝 ,	
6	Selecting employees and placing them in jobs Training employees (2)		이러닝 ,	
7	Midterm exam		강의, Offline Exam (Dates to be Announced Later)	
8	Industry and job position presentation		이러닝 ,	
9	Creating and maintaining high-performance organizations		이러닝 ,	
10	Managing employees' performance		이러닝 ,	

Times	Lecture Topic	Lecture Goals	Lecture Methods	Assignments
11	Separating and retaining employees		이러닝 ,	
12	Recognizing employee contributions Providing employee benefits		이러닝 ,	
13	Final assignment presentation (1)		이러닝 ,	
14	Final assignment presentation (2)		이러닝 ,	
15	Final exam		강의, Offline Exam (Dates to be Announced Later)	

Methods of Grading

sequence	Description	Percentage	Details
1	Mid-tem Exam	30%	오프라인 시험 (클로즈드 북) Offline (closed-book)
2	Final-exam	30%	오프라인 시험 (클로즈드 북) Offline (closed-book)
3	Pop Quizzes	0%	
4	Assignments	15%	추후 공지 TBA
5	Reports	0%	
6	Presentations & Discussions	0%	
7	Attendance	10%	
8		0%	
9	Others	15%	관심 산업 및 희망 직무에 대한 발표 과제 (개인과제, 발표 자료 및 녹화본 제출) Presentation on one's industry of interest and desired job position
All		100%	

Core of Value

핵심가치	전공역량	역량정의	역량구분	값(%)
혁신 (Discovery)	창의적문제해결 (Creative problem-solving)	주어진 상황과 문제를 창의적으로 해결할 수 있는 능력	주역량	0%
혁신 (Discovery)	도전 (Challenging)	전공 지식을 새로운 분야와 융합하고 아우를 수 있는 능력		0%
혁신 (Discovery)	지식융합 (Knowledge convergence)	새로운 분야를 개척하거나 도전적으로 임할 수 있는 능력		0%
헌신 (Dedication)	세계시민 (Universal value)	세계 공동체 구성원으로 전공자로서 국		0%

핵심가치	전공역량	역량정의	역량구분	값(%)
		제적 이슈에 대응할 수 있는 능력		
헌신 (Dedication)	상호협력 (Cooperation)	공동의 목적 달성을 위해 타인과 상호협력을 할 수 있는 능력		0%
헌신 (Dedication)	공동체 (Sense of community)	공동체의 구성원으로서 필요한 태도와 윤리의식을 가질 수 있는 능력		0%
능동 (self-Determination)	자기주도 (Self-Managing)	주어진 상황과 문제를 주도적이고 능동적으로 해결할 수 있는 능력		0%
능동 (self-Determination)	지식활용 (Knowledge application)	주어진 상황과 문제에 대해 논리적으로 파악하고 분석할 수 있는 능력	부역량	0%
능동 (self-Determination)	논리적사고 (Logical thinking)	전공관련 지식을 필요에 따라 다양하게 적용하고 활용할 수 있는 능력	부역량	0%
능동 (self-Determination)	의사소통 (Articulation)	대화를 통해 다양한 의견을 조율하고 합의를 이끌어 낼 수 있는 능력		0%

Textbook(s) & References

Description	Title	Author	Publisher
Required Textbook	Fundamentals of Human Resource Management, 2024 Release	Noe et al.	McGraw Hill

Memo

* This course includes several assignments such as a presentation on one's industry of interest and desired job position (individual assignment; submit presentation slides and a video recording).

* The course also includes offline exams, which cannot be replaced by other assignments.