Faculty of Economics and Administrative Sciences
Course Syllabus

Hotel Human Resource Management **Course Number: 1802033407**
Instructor: Dr. Waed Ensour **Instructor Office: 234**
Office Hours: 9-10

Course Description:

This course is an introduction to Human Resource Management (HRM) in the hospitality industry. The course will discuss the HRM concept and functions basically, HR planning, job analysis, the hiring process, evaluating job performance, training and development, rewarding performance and compensation practices. The course includes practical case studies and examples from the hospitality industry. Finally, the course emphasizes the legal aspects of HR management.

Course objectives:

This course aims to provide a comprehensive understanding of HRM concepts and functions in the hospitality industry. Thus, the course is designed so that the students will understand:

1. The Human Resources Management term within the sphere of hospitality industry.
2. How the job analysis and the job designs are conducted.
3. The employment process, including HR planning, recruiting and staffing.
4. Familiarize students with the employees` training and development process, including training planning, cycle and methods.
5. The legal aspects of HR management.

Grading plan:

First Exam: (20 points)
Second Exam: (25 points)
Participation and course project: (15 points)
Final Exam: (40 points)

Recommended Text:

- Dessler, G. (2015), Human Resource Management, 15th edition, Pearson Prentice Hall, USA.
- Nickson, D., (2007), Human Resource Management for the Hospitality and Tourism Industries, Elsevier, UK.

Lectures timetable:

Week	Topics	Reading
1	Introduction to human resource management	Ch.1
2	Introduction to human resource management	Ch.1
3	Managing Work Flows and Conducting Job Analysis	Ch.2
4	Managing Work Flows and Conducting Job Analysis	Ch.2
	First Exams Period	
6	Employee Recruitment and Selection	Ch.5
7	Employee Recruitment and Selection	Ch.5
8	Evaluating Job Performance	Ch.7
9	Evaluating Job Performance	Ch.7
	Second Exam Period	
11	Employee Training	Ch.8
12	Employee Training	Ch.8
13	Managing Compensation	Ch.10
14-15	Projects	
	Final Exam	