

Module 7	English 7	N2151MITLA
Course	HUMAN CAPITAL AND ORGANIZATIONAL BEHAVIOR	
Responsible	Ir Dedy Loebis, MBA, MSc., Ph.D	
Lecturer(s)	Ir Dedy Loebis, MBA, MSc., Ph.D	

Semester	Turn	Target Groups	Language of Instruction	Status	Preconditions
3	Aug-Jan	Faculty of Engineering & Information Technology	English	Mandatory	None

SWS	Classroom	Self Study	Total Workload	ECTS
3 h	27 h	73 h	100 h	3

<p>Learning Outcomes / Competences</p> <ul style="list-style-type: none"> What this course tries to do is demystify some of the loftier claims for human capital management and demonstrate that any practitioner in any organization can get better at providing the information that will help them understand just what it is that their people contribute. This in turn will improve management decision making and help them move towards developing strategic measures to help identify the drivers of success in their business. <p>The Specific Course Objectives are:</p> <ol style="list-style-type: none"> To understand the Concept of Human Capital Management (HCM) To understand the proses of HCM To understand the practice of HCM To understand the role and future of HCM
<p>Course Contents</p> <ol style="list-style-type: none"> The concept of human capital The concept of HCM The process of HCM Human capital data Measuring human capital Human capital reporting Applications of HCM The role of HR in HCM The skills HR specialists need for HCM The future of HCM

Course Presentation	
Lecture	
Media	
Textbooks, White/black boards, Beamer, Laptop	
Examinations	
Quizzes, Final Semester Examination	
Literature	
Mandatory: Baron & Armstrong, (2007), <i>Human Capital Management: Achieving Added Value Through People</i> , Kogan Page.	
References	
<ul style="list-style-type: none"> Ingham, (2002), <i>Strategic Human Capital Management</i>, Elsevier. 	
Revisions	
Date:	Responsible: