



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 22423: People Resourcing

Level: 2000

Number of Credits : 03

Course Description

People resourcing concerns the activities essential for the acquisition, retention and termination of human resources. This course provides knowledge and skills essential for making effective resourcing decisions under changing environment.

Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain the theories, concepts, principles and practices of people resourcing,
- Describe the contingent nature and current developments in people resourcing,
- Apply knowledge to make effective people resourcing decisions in an organization.

Teaching/Learning Methods

Lectures, group discussions, case studies, presentations, workshops and site visits

Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Introduction to people resourcing
2. Changing world of work and role of the human resource profession
3. Competencies in people resourcing
4. Patterns of work and worker flexibility
5. Human resource information systems and people resourcing
6. Equality of opportunity
7. Managing diversity
8. Talent management
9. Knowledge management
10. Human resource development
11. Managing redundancy and rebalancing the organization

Recommended Readings

1. Pilbeam, S., & Corbridge, M. (2011). People Resourcing and Talent Planning-HRM in Practice. (4th Ed.) U.K: Pearson Education.
2. Armstrong, M. (2012). Armstrong's Handbook of Human Resource Management Practice. (12th Ed.) U.K: Kogan Page Limited.

3000 Level Semester I