

**24<sup>th</sup> International Project Week 2022**  
**09<sup>th</sup> – 13<sup>th</sup> May 2022**

**Lecturer:** Vivek Nagpaul

**University/Company:** Vivek Nagpaul

**Country:** The Netherlands

**Attention:** This course will be online.

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**Human resources in a changing world:  
applications in knowledge-based environment**

**Content:** The emerging global business environment and unique dynamics of knowledge-based organisations require a different approach to human resource management (HRM) than most managers have been taught to run traditional manufacturing and service companies. This course is oriented towards participants that are interested in enhancing their ability to deal more effectively with people in a knowledge-based environment and be better prepared to assume responsibility for human resources (HR) as (future) managers working for (international) organisations in a changing world.

We will first position the various HR activities in a strategic human resource diagnostic model and then consider the unique issues and dilemma's that managers of (international) organisations need to deal with in developing/applying HR instruments and policies in a rapidly changing (knowledge-based) manufacturing and services environment.

**Methods:**

- Defining / developing organisation's HR policy, strategy and objectives
- Job analysis, job design, recruitment and selection in international (knowledge-based) Business
- The role of HRM in developing / managing strategic alliances and in facilitating effective and efficient communications within and between partnering organisations
- Training needs assessment, employee motivation, decision making and managing change in the professional service industry
- Project plan (Groups of students will work on any HR topic of their choice throughout the course) presentations and group discussion

This course will be taught in 4 sessions of 4 hours each. The first 4 sessions will use a combination of lectures and workshops. You will be encouraged to prepare for the sessions in small groups as this will enable you to experience, observe, discuss, and reflect on key issues in detail. Lectures will be used to introduce key concepts, clarify, and explain literature. Also, you will be stimulated to undertake self-study and prepare an assignment which will be presented in class during the final session.

**Competences and skills to be acquired:**

- Support managers and the human resource department in developing HR policy/strategy for the organisation.
- Analyse and design jobs, recruit, select and retain talented people for (international) organisation.
- Appreciate the role of HRM in developing/managing strategic alliances and business relations and facilitating effective and efficient inter-personal and inter-organisational communications.
- See themselves as change agents and facilitate change by conducting training needs assessment, managing employee motivation, and enabling effective decision-making.
- Analyse HR issues and (management) practices from a developmental point of view, to understand the making of an entrepreneurial organisation.

**Prerequisites:** None

**Language of instruction:** English