



Course Descriptor MNGT430 STRATEGIC RESOURCE MANAGEMENT

Proposed Academic Year	2020/21	Last Reviewed Academic Year	2019/20
Course Code	MNGT430	Course Title	Strategic Resources Management
Credit hours	3	Level of study	Undergraduate – Year Three
College / Centre	COBA	Department	Management
Co-requisites	None	Pre-requisites	MNGT201

1. COURSE OUTLINE

All the resources available at the discretion of management, whether physical, human, financial or intellectual, are of high significance for the managers and the organization. One might argue that the above stated resources are the organization's most important resource and they are required to be used efficiently. The effective utilization of tangible and intangible resources at the disposal of an organization, in-collaboration to its operational strategies, is a must to stay up-to-date with continuous changes in external business environment.

2. AIMS

[This course provides a deeper investigation into the organizational strategy development and implementation aligned to the tangible and intangible resources at their discretion. It will introduce the students to current concepts and practices related to the maintenance of physical, human, financial and intellectual resources and will detail on high level strategic thinking within the field.

3. LEARNING OUTCOMES, TEACHING, LEARNING and ASSESSMENT METHODS

Learning Outcomes (Definitive)	Teaching and Learning methods (Indicative)	Assessment (Indicative)
Upon successful completion of this course, students will be able to:		
1. Develop a clear and meaningful understanding of strategic resource management and its main pillars	Lectures, Group work, Case study	Case study, Written Examination
2. Analyze the significance of physical & financial resources in any organization	Lectures, Group work	Class activity, Written Examination
3. Evaluate the significance of human capital and its management at the heart of organizations in 21st century business	Lectures, Group work, Case study	Case study, Written Examination
4. Synthesize the need of intellectual capital management and the methods for its measurement in knowledge era	Lectures, Group work	Class Activity, Written Examination, Project report

4. ASSESSMENT WEIGHTING

Assessment	Percentage of final mark (%)
Mid-term Examination - 1	25
Mid-term Presentation - 2	25
Class Activity (Participation/ Case Discussion/ Presentation/ Quiz)	10
Final Examination	40
TOTAL	100%

5. ACHIEVING A PASS



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The student will achieve pass by accumulating 50% of the course total allocated marks.

Letter grade distribution is as follows:

Grading system

GRADE	VALUE	GRADE
A	4.0	95-100
A-	3.7	90-94
B+	3.3	85-89
B	3.0	80-84
B-	2.7	75-79
C+	2.3	70-74
C	2.0	65-69
C-	1.7	60-64
D+	1.3	55-59
D	1.0	50-54
F	0.0	0-49

6. COURSE CONTENT (Indicative)		
WEEK	LECTURE TOPIC	TIME (HOURS)
1	Chapter 1: Introduction to Strategic Resource Management-I	3
2	Chapter 1: Introduction to Strategic Resource Management-II	3
3	Chapter 2: Strategic Human Resource Management – Part 01	3
4	Chapter 2: Strategic Human Resource Management – Part 01	3
5	Chapter 3: Making Human Resources Management Strategic – Part 01	3
6	Chapter 3: Making Human Resources Management Strategic – Part 02	3
7	Chapter 4: Motivating Employees-I	3
8	Chapter 4: Motivating Employees-II	3
9	Chapter 5: Aligning Strategy with Practice – Part 01	3
10	Chapter 5: Aligning Strategy with Practice – Part 02	3
11	Chapter 6: Information System Strategy Triangle	3
12	Chapter 7: Strategic Use of Information Resources	3



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13	Chapter 8: Information Systems and Business Transformation	3
14	Case Study Discussions	3
15	Revision	3
16	Final Exam Week	3
	TOTAL HOURS	48
1 - 16	Plus RECOMMENDED INDEPENDENT STUDY HOURS	48
	TOTAL COURSE HOURS	96

7. RECOMMENDED READING

Core text/s:

Stewart, G.L. and Brown, K.G. (2014), *Human Resource Management, Linking Strategy To Practice*, 3rd ed., Wiley Global Education.

Pearlson, K.E., Saunders, C.S. and Galletta, D.F. (2019), *Managing and Using Information Systems: A Strategic Approach*, Wiley.

Library + online resources:

Rothaermel, F.T. (2018), *Strategic Management*, McGraw-Hill Education.

Open Educational Resources:

<http://www.opentextbooks.org.hk/ditatopic/17135>

<https://opentextbc.ca/strategicmanagement/chapter/resource-based-theory/>

<https://smallbusiness.chron.com/three-basic-strategic-resources-business-47141.html>