



The establishment of the capacities of human resources 3 - (Short Version - Part 3)

(Resource ID: 394)

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This teaching resource is allocated to following University:

UL - University of Limerick

Institution:

University of Limerick

<http://www.sustainicum.at/en/modules/view/394.The-establishment-of-the-capacities-of-human-resources-3-Short-Version-Part-3>



Group work



**Less than 5
students**



**Up to 3 lecture
units**



English, Shqip

The teaching resource outline The development of Human Resources - (Short Version - Part 1, 2 and 3) describes the draft of a teaching resource consisting of 3 parts, that has been created to introduce students to the importance of Human Resources for the success and sustainability of any organisation. The students will get the opportunity to share their opinions as to whether controversial issues were handled correctly or not, take part in a HR role play, and work closely with HR managers to get hands on experience of the trade, and get the opportunity to work on solving HR problems in a private company. The aim of these teaching resources is to make companies aware of the importance of HR in the overall success

and sustainability of their company. These teaching resources will incorporate but are not limited to the following methods: · Educational Game · One Problem Different Points of View · Case Study Teaching · Fieldwork Visit · Researching · Presentation · Discussion The teaching set describes three independent teaching resources, which are designed to be completed one after another these include: 1. Educational Game – Dos and Don'ts of HR 2. One Problem Different Points of View 3. Fieldwork Visit to HR Company and Solving HR Issues The development of Human Resources - (Short Version - Part 1, 2 and 3) is based (and slightly modified) on the Teaching Resource, "The establishment of the capacities of human resources and sustainable development. The original teaching resource was split into 3 parts to allow new innovative teaching ideas to be introduced at various points in the lectures, improving the learning of all students, and thus catering for the varying learning styles evident in the lectures.

Part 3 – Fieldwork Visit to HR Company and Solving HR Issues

The students will visit a HR company, and work closely in groups of 6 with a HR manager responsible for a certain private company. The students will learn what a HR manager does, and be responsible for the private company. They must create a HR plan for the company and what training they need introduced in their company to become more sustainable, which will be submitted as an assignment.

Main Text:

Human resources are considered to be a valuable asset of any organisation. Taking sustainable development into consideration, we should think about human capital. The enhancement of its capacities is one of the most important requirements for development. Very often, organisations hesitate to invest in their human resources, forgetting that the return of this investment will be an asset for the organisation itself. The following material, in addition to other benefits will also be a guideline for the managers and/or future leaders of local organisations (present students) who first of all should think about the enhancement of the existing Human Resources capacities, for the impartial recruitment of staff as only in this way they may achieve the purpose and goal of the organisation.

In the 21st century, human resources are the success and the failures of

organisations. The enhancement of the human resources capacities will notably influence its development. For our society, the resources of the organisation are simply considered as dependents and not as partners. Therefore, in this material we will explain the importance of the human resources in organisations, highlighting to the students that well-educated, trained and developed human resources, are not simply an asset of the organisation but of the entire society in general influencing the sustainable development of that organisation.

Teaching Tools & Methods



Mini-project



Field study

Integration of Social Stakeholders

The stakeholders are involved as active participants, allowing the students to work closely with them to solve HR issues in a private company.

Strength

- The students gain knowledge of the importance of HR in an organisation
- The students gain knowledge of the importance of training sessions and further development
- Development of relations between students and local organisations for later employment opportunities

Weakness

- Local organisations may not be willing to cooperate with the students

Learning Outcomes

- Visit the HR company and work closely with the HR Manager
- Create a plan for the private company to follow
- Appreciate the role that HR play in the success and sustainability of businesses

Relevance for Sustainability

To create collaborations between students and business stakeholders which will allow the students to gain knowledge on developing human resource sectors in companies, thus improving the overall sustainability of the company.

Related Teaching Resources

No specific previous knowledge / related resources required

Preparation Efforts

Medium

Preparation Efforts Description

Arranging a visit to the HR company

Access

Free

Assessment

Submission of a human resources plan that companies could introduce to ensure the success of their team and the sustainability of their company in the future.

Credit/Certification Description

Credit for the submission of a human resources plan that companies could introduce to ensure the success of their team and the sustainability of their company in the future.

Sources and Links

Original Teaching Resource –

<http://sustainicum.at/en/modules/view/340>

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