



College of Hospitality Industry Management

TQF5 Course Report

Course Code: IAC3309

Course Title : Human Resource Management

Credits : 3(3-0-6)

Semester /Academic Year : 1/2023

Students : Bachelor of Arts Program in Airline Business

Lecturer(s): 1) Aj. Kanittha Charernnit

College of Hospitality Industry Management
Suan Sunandha Rajabhat University

Course Report

Institution : Suan Sunandha Rajabhat University

Campus/Faculty/Department : College of Hospitality Industry Management

Section1: General Information

1. Course Code and Title: IAC 3309 Human Resource Management

2. Pre-requisite (if any) : None

3. Faculty Member(s) Teaching the Course and Sections

1) Aj. Kanittha Charernnit

Sections: 1

4. Semester and Academic Year

Semester 1 Academic Year 2023

5. Venue: College of Hospitality Industry Management, Suan Sunandha Rajabhat University. Nakhonpathom Education Centre.

Section 2 : Actual Teaching Hours Compared with Teaching Hours Specified in the Teaching Plan

1. Number of actual teaching hours compared with the teaching plan

Topics	No. of teaching hours in the plan	No. of actual teaching hours	Reason(s) (in case the discrepancy is more than 25%)
Unit 1 Introducing Human Resource Management <ul style="list-style-type: none"> • What is human resource management? • Main activities of personnel/human resource management • Historic background to human resource management 	3	3	
Unit 2 Personnel Planning and Recruitment <ul style="list-style-type: none"> • What is job analysis? • Recruitment and selection process • Workforce planning and forecasting • Recruiting job candidates 	3	3	
Unit 3 Human Resource Training and Developing Employees <ul style="list-style-type: none"> • Orientation employees • Training process • Training techniques • Managerial development and training 	3	3	
Unit 4 Developing Employees <ul style="list-style-type: none"> • Managerial development and training 	3	3	
Unit 6-7 Payment Systems and Employee Welfare <ul style="list-style-type: none"> • Role of the employer • Types of problem and their resources • Implications of personal problems for the workplace • Company policy and procedures 	3	3	

Mid-Term Test	3	3	
Unit 8 Employee Welfare <ul style="list-style-type: none"> • Role of the employer • Types of problem and their resources • Implications of personal problems for the workplace • Company policy and procedures 	3	3	
Unit 9 Employment Relationship <ul style="list-style-type: none"> • Rights and obligations of the two parties • Legal framework • Flexible working arrangements 	3	3	
Unit 9 Employment Relationship (Cont.) <ul style="list-style-type: none"> • Flexible working arrangements • Termination of employment 	3	3	
Unit 10 Ethics and Fair Treatment in Human Resources Management <ul style="list-style-type: none"> • Ethics and fair treatment at work • What shapes ethics behaviors at work? • Ethics, fair, treatment, and role of human resource management • Employee discipline and privacy 	3	3	
Unit 11 Protecting Safety and Health <ul style="list-style-type: none"> • Employee safety and health • What causes accidents? • How to prevent accidents? • Employee health: problems and remedies 	3	3	

Unit 12 Dismissal, Redundancy and Outplacement <ul style="list-style-type: none"> Dismissal Redundancy 	3	3	
Unit 13 Protecting Safety and Health <ul style="list-style-type: none"> Employee safety and health What causes accidents? How to prevent accidents? Employee health: problems and remedies	3	3	
Unit 14 Managing Employee benefits <ul style="list-style-type: none"> Benefits and HR strategy Benefits management and communications 	3	3	
Final Exam	3	3	
Total	48	48	

2. Topics that couldn't be taught as planned

Topics that couldn't be taught (if any)	Significance of the topics that couldn't be taught	Compensation
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3. Effectiveness of the teaching methods specified in the Course Specification

Learning Outcomes	Teaching methods specified in the course specification	Effectiveness (Use ✓)		Problems of the teaching method(s) (if any) and suggestions
		Yes	No	
1. Morals and Ethics		✓	-	
2. Knowledge		✓	-	
3. Cognitive skills		✓	-	

4. Interpersonal Skills and Responsibilities		✓	-	
5. Numerical Analysis, Communication and Information Technology Skills		✓	-	
6. Learning Management Skills		✓	-	

4. Suggestions for Improving Teaching Methods

Assign group project that students have cooperative among groups like working in a company.

Assign group discussion that enhance student's analysis skills and use the case study in current situation in addition.

Section 3 : Course Outcomes

1. Number of students at the end of semester : 24

2. Number of students who withdrew (W) : --

3. Grade distribution

Grade	No. of students	Percentage
A	1	4.20
A-	3	12.50
B+	1	4.16
B	4	16.67
B-	5	20.8
C+	7	29.17
C	2	8.33
C-	1	4.17
D+	0	0
D	0	0
D-	0	0
F	0	0
W	0	0
Incomplete (I)	0	0

5. Factors causing unusual distribution of grades (If any).

6. Discrepancies in the evaluation plan specified in the Course Specification

6.1 Discrepancy in evaluation time frame

Details of Discrepancy	Reasons
-	-

6.2 Discrepancy in evaluation methods

Details of Discrepancy	Reasons
-	-

7. Verification of students' achievements

Verification Method(s)	Verification Result(s)
Group project of recruiting and selection	Students had great teamwork experiences and fun from working in a group project

Section 4 : Problems and Impacts

1. Teaching and learning resources

Teaching Problems:	Impacts on students' learning :
Learning Resources Problems:	Impacts on students' learning :

2. Administration and organization

Problems from administration	Impacts on students' learning
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Problems from organization	Impacts on students' learning
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Section 5 : Course Evaluation

1. Results of course evaluation by students

1.1 Important comments from evaluation by students

The course is rescheduled, students have short time to do projects.

1.2 Faculty members' opinions on the comments in 1.1

Explain process to students and assign group project earlier.

2. Results of course evaluation by other evaluation methods

2.1 Important comments from evaluation by other evaluation methods

2.2 Faculty members' opinions on the comments in 2.1

Section 6 : Improvement Plan

1. Progress of teaching and learning improvement recommended in the previous Course Report

Improvement plan proposed in Semester... Academic year	Results of the plan implementation (In case no action was taken nor completed, reasons must be provided.)
1.	1.
2.	2.
3.	3.

2. Other improvements

3. Suggestions for improvement for Semester 1 Academic year 2023

Suggestions	Time Frame	Responsible person
Provide learning resource such as e-books/ text book and select contents that are applicable for airline company.	1/2024	Lecturers who teach this course

4. Suggestions of faculty member(s) responsible for the course

Responsible Faculty Member/Coordinator:

Aj. Kanittha Charernnit

Signature.......... Submission Date 4th December 2023.....

Chairperson/Program Director:

Signature..... Receipt Date