

COURSE CODE: COBENTH

COURSE TITLE: Entrepreneurship Human Resource Management

COURSE DESCRIPTION:

This course focuses on the management of human capital for start-ups and established entrepreneurial ventures ranging in size from micro to large. Interactive discussions involving theories and principles on the effective management of this valuable resource are dovetailed by many practical applications of these theories and principles. Innovations in talent management, human relations, and employee support systems are also discussed so that students are aware of how to best utilize human capital as a competitive tool in this era of hypercompetition and internationalization. A systems approach is used to emphasize the need for personnel issues to be at the center of all critical decisions made for the continuous improvement of organizational performance.

DEPARTMENT: Decision Sciences and Innovation Department

TEXTBOOK:

No prescribed text - Materials will be provided by faculty using Canvas

READING LIST:

- Barczyk, C. (2018). The Practice of Human Resource Management by Very Small Business Entrepreneurs. *Management Issues – Problemy Zarzadzania*, vol. 16, no. 1(73) part 2: 11 –24. ISSN 1644-9584.
- Department of Labor and Employment - Bureau of Working Conditions (2019). *Handbook of Workers Statutory Monetary Benefits*. 2019 Edition. Manila: BWC-DOLE Press
- Dessler, G. (2017). *Human resource management*. Boston: Pearson.
- Katz, J. and Green, R. II (2014). *Entrepreneurial Small Business*. New York: McGraw-Hill Irwin.
- Mallett, O. & Wapshott, R. (2017) Small business revivalism: employment relations in small and medium-sized enterprises, *Work, Employment and Society*, 31 (4), pp. 721-728.
- Michiels, A. (2016). Formal compensation practices in family SMEs. *Journal of Small Business and Enterprise Development* 24(1): 88 – 104.
- Pauli, U. (2020) Training professionalization and SME performance. *Human Resources Development International*, 23(2), 168-187, DOI: 10.1080/13678868.2019.1696079.
- Telford, D. (2009). “That’s Not Fair!”: Creating Compensation and Employment Policies in a Family Business. The Family Business Consulting Group.
- Wapshott, R. and Mallett, O. (2016). *Managing Human Resources in Small and Medium-sized Enterprises: Entrepreneurship and the employment relationship*. London and New York: Routledge.

Some Online References:

- Boh, W.F. (2018). Realizing the full growth potential of SMEs in PH. *Philippine Daily Inquirer*. 18 May 2018. Accessed 18 February 2019: <https://business.inquirer.net/251036/realizing->

full-growth-potential-smes-ph.

- Department of Trade and Industry (2017). MSME Statistics. Accessed 18 February 2019: <https://www.dti.gov.ph/dti/index.php/2014-04-02-03-40-26/news-room/179-workshop-on-market-access-for-MSMe-set>.
- Elkington, J. (1994) Towards the Sustainable Corporation: Win-Win-Win Business Strategies for Sustainable Development. *California Management Review*, 36, 90-100. <http://dx.doi.org/10.2307/41165746>.
- Oxford Business Group (2019). Country Reports: Philippines focused on working with SMEs to create economic opportunities. Accessed 18 February 2019: <https://oxfordbusinessgroup.com/analysis/start-small-small-and-medium-sized-businesses-are-core-economy>.

REQUISITE EQUIPMENT/MATERIALS FOR THE COURSE: