

Human Resource Management in Construction

Code CEM- 814	Credit Hours 3-0
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Course Description:

This course deals with the application of theories and practices of human resource management in the construction sector, the course spectrum includes people management, mechanics of HRM, empowerment and welfare of employees, work-life balance, strategic and operational HRM, and legislation and security.

Reference Books:

1. Martin Loosemore (2003), HRM in construction projects: Strategic and operational approach
2. D.A. Langford (1995), HRM in construction (Chartered Institute of Building).
Kouzes, J., Posner, B., Womack, J. P., Jones, D. T., Roos, D., & SAMUELS, R. J. (2014). The Leadership Challenge.
3. Robert L Mathis and John H Jackson (2009), Human Resource Management.
4. Alan Price (2009), Principles of Human Resource Management.

Prerequisites:

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ASSESSMENT SYSTEM FOR THEORY

Quizzes	10%
Assignments	10%
Mid Terms	25%
Term Project	10%
ESE	45%

Teaching Plan

Week No.	Topics	Learning Outcomes
1	Introduction and context to human resource management, construction labor.	<p>Students will understand the foundational principles of human resource management (HRM) within the construction industry. They will gain insights into the unique characteristics of construction labor and the importance of effective HRM in ensuring project success.</p> <p>Additionally, students will explore the historical and contemporary context of HRM practices in construction.</p>
2-6	<p>Managing people, challenges of managing people in construction, labor management.</p> <p>Mechanics of HRM, job site administration, Employee empowerment, legislation and labor regulation.</p>	<p>Students will identify and analyze the key challenges associated with managing a diverse and often transient construction workforce.</p> <p>They will develop strategies for effective labor management, addressing issues such as communication, motivation, and conflict resolution.</p> <p>The focus will be on practical solutions to enhance productivity and job satisfaction on construction sites. Students will learn about the practical aspects of HRM, including recruitment, training, and performance management specific to construction sites.</p> <p>They will acquire skills in job site administration, including scheduling, resource allocation, and maintaining labor records. This knowledge will enable them to streamline operations and improve workforce efficiency.</p>
7-8	Employee welfare, federal and provincial regulation on safety and health.	<p>Students will understand the concept of employee empowerment and its application in the construction industry. They will explore relevant labor laws and regulations that impact construction workers, focusing on compliance and the benefits of empowering employees.</p> <p>This will include an examination of both national and local labor regulations. Students will explore the concepts of work-life balance and diversity in the workplace.</p> <p>They will learn about the implications of working hours for employee well-being and productivity.</p> <p>The course will cover strategies for promoting diversity and achieving a healthy work-life balance in the construction industry.</p> <p>Students will gain comprehensive knowledge of occupational health and safety (OHS) principles.</p> <p>They will learn how to identify workplace hazards, conduct job safety analyses, and develop effective safety management systems.</p> <p>The course will emphasize the importance of safety awareness and proactive measures to prevent accidents on construction sites.</p>
9	MID-TERM EXAM	
10-12	HRM implications. Evaluating HRM activities, project organization and documentation.	<p>Students will learn techniques for evaluating the effectiveness of HRM activities.</p> <p>They will study project organization and the importance of thorough documentation in HRM processes.</p> <p>This includes developing skills to assess HRM initiatives and their contribution to project success and organizational efficiency.</p>

13-17	Strategic Human Resource Management and Facilities Management	Students will explore strategic HRM approaches, focusing on long-term planning and alignment with organizational objectives. They will learn about occupancy management and effective staff management strategies to optimize workforce utilization and enhance productivity in construction projects. Students will explore security concerns related to construction projects and built facilities. They will learn about common security challenges and effective measures to address them. The course will cover both physical security and issues related to the security of information and assets during and after construction.
18	End Semester Exams	