

Course Title	EMPLOYEE RECRUITMENT, APPRAISAL & BENEFITS
Course Code	MGT 420
Course Purpose and Objectives	The purpose of this course is to provide the critical skills and knowledge in terms of three key HR components, namely Recruitment, Appraisal and Benefits. It aims to develop the ability to comprehend the importance of contextual factors in the decision making process as well as identifying some best practices in the aforementioned areas. The course will provide a solid foundation in the key elements of recruitment strategy and an introduction to each of the key social media recruitment platforms, reflecting current industry best practice.
Learning Outcomes	<ol style="list-style-type: none"> 1. Explain the strategic contribution that specific strategies on Recruitment, Appraisal and Benefits. 2. Analyze how Appraisal, Talent Management and Benefits help towards improving organisational performance. 3. Analyze the horizontal integration between the various HR practices. 4. Describe and critically evaluate the key models/strategies for resourcing and appraising employees as well as managing talent. 5. Develop appropriate strategies and techniques in specific organisational contexts. 6. Criticise the advantages and disadvantages of various methods associated with Recruitment, Appraisal and Benefit.
Course Content	<ul style="list-style-type: none"> • Introduction to employee recruitment • Recruitment and selection process • Training and development • Introduction to resourcing, appraisal and talent management • Reward management