Introduction to Human Resource Management

Details:

Teaching Resource for Day 1

Icebreaker

For class size of under 20 students.

In-class participation.

For all levels (undergraduate or postgraduate)

1. Welcome all participants to the class

2. Introduction to the module facilitator

3. Outline how the classroom is a safe space to reflect and critically review material on the topics being covered, individually and in groups

4. Invite the class participants to take some paper and coloured pens and to draw, individually, their personal representation of the academic discipline and practice of **human resource management**. Allow 5 minutes for this

5. Invite the participants to share their drawing with their neighbour – in pairs – firstly asking if their partner can decipher the image and meaning, and secondly sharing their meaning (as they had tried to depict in the image) of human resource management

6. Widen the sharing and discussion to a group of 4 students where the group work from each other's depictions to formulate a description of human resource management, in their own words, through the combined lenses of the group members

7. The agreed description is written on flip chart paper, as a definition, and posted on the wall

8. All groups are invited to regard the definitions of the other groups that are on the wall, and to put a star on their preferred one. They cannot vote for their own one!

9. The class collectively agrees on the preferred definition

10. The facilitator probes the agreed definition to ascertain the elements that underpin it, relating it to themes that the rest of the module may elaborate upon

11. Set realistic expectations on the aims and themes that the module will cover, based on the definition of human resource management and discussions that have taken place

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