

# USING SCENES FROM A MOVIE TO IMPROVE HR SKILLS AND DECISION-MAKING

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## ABSTRACT

A growing number of peer-reviewed articles describe methods of using movie clips to improve teaching in areas such as language, family theory, chemistry, and pharmacology (Parker, 2009). A recent article by Reyes-Santías et al. (2022) provides a step-by-step process. This paper expands on their research to move from presenting a case followed by debate to an approach in which movie clips are selected that require analysis of the situation and model for role playing what might have been done differently. These activities help students build skills such as conducting a performance review, delivering developmental feedback or terminating an employee. The rationale for this approach is that engaged students perform better and the use of applied activities deepens the learning and retention of the content covered in the classroom

This session describes our experience using a menu of activities and the design can be reproduced by instructors teaching business management courses. The paper combines qualitative and empirical data collected on the effectiveness of this approach in terms of student reactions and perceptions of overall learning in the class.

This presentation is very interactive with several samples of short (less than 5 minute) clips that align with key human resource activities. The study contributes to the field of business and management education.

Keywords: business education, management education, teaching tools

## References

- Parker, R. D. (2009). Watch this clip: Using film as an augmentation to lecture and class discussion. *Academy of Educational Leadership Journal*, 13(4), 129.
- Reyes-Santías, F., Rivo-López, E., Villanueva-Villar, M., & Míguez-Álvarez, C. (2021). Movie clips for teaching business management: Step by step. *Journal of Education for Business*, 1-12.