

Course Unit Descriptor

Study Programme: Engineering Management; Information Technology Management		
Course Unit Title: Human Resource Management		
Course Unit Code: OAS061		
Name of Lecturer(s): Assistant Professor Edit Terek, Ph.D		
Type and Level of Studies: Bachelor Academic Degree		
Course Status (compulsory/elective): Compulsory		
Semester (winter/summer): Summer		
Language of instruction: English		
Mode of course unit delivery (face-to-face/distance learning): Face-to-face		
Number of ECTS Allocated: 7		
Prerequisites: None		
<p>Course Aims:</p> <p>The main goal is acquiring knowledge in the field of human resource management through the study of factors influencing performance improvement, in a strategic, ethical and socially responsible way, training for improving the performance of the company, achieving profit and developing the organization.</p>		
<p>Learning Outcomes:</p> <p>The positioning of the organization on the global market depends on the competitive ability of the organization. It is not exaggerated if it is claimed that the battle for talents is a phenomenon that will mark the future. This subject shows how this creative and development potential - people with their knowledge - is being built. Students will master the most important aspects of human resources management: recruitment, selection, motivation, payment (compensation), promotion, career development, etc. which together leads to an increase in the organizations competitiveness.</p>		
<p>Syllabus:</p> <p><i>Theory:</i></p> <p>The theoretical part of the subject includes: Defining Human Resource Management; Content of human resources management; Elements of human resources management; Prediction of human resources needs; Strategic Human Resource Management; Human resources planning; Job analysis; Recruitment and selection of human resources; Motivating and rewarding; Education of employees; Human resource development; Career management; Stress; Fluctuation; Absenteeism; Human resource selection process; Recruiting human resources; Monitoring and evaluating performance; Motivating human resources; Determining the need for education of human resources.</p> <p><i>Practice</i></p> <p>Follow lectures on examples and tasks. It includes the preparation and defense of seminar papers from the thematic areas covered by theoretical teaching.</p>		
<p>Required Reading (Alphabetical order):</p> <p>Beaumont, P. B. (1993). <i>Human Resource Management : Key Concepts and Skills</i>. London: SAGE Publications Ltd. Stone, D. L., Dulebohn, J. H. (2016). <i>Human Resource Management : Theory and Research on New Employment Relationships</i>. Charlotte, NC : Information Age Publishing.</p>		
Weekly Contact Hours: 6	Lectures: 3	Practical work: 3
<p>Teaching Methods:</p> <p>Lectures and students group work</p>		
Knowledge Assessment (maximum of 100 points):		

Pre-exam obligations	points	Final exam	points
Active class participation	5	written exam (problem solving exam)	20
Practical work		oral exam (theoretical exam)	40
Preliminary exam(s)			
Seminar(s)	35		