

<b>Study Programme: Engineering Management</b>		
<b>Course Unit Title: Human resources in the knowledge economy</b>		
<b>Course Unit Code: IM1050</b>		
<b>Name of Lecturer(s): Ljubica Dudak</b>		
<b>Type and Level of Studies: bachelor</b>		
<b>Course Status (compulsory/elective): elective</b>		
<b>Semester (winter/ summer): summer</b>		
<b>Language of instruction: english</b>		
<b>Mode of course unit delivery (face-to-face/distance learning): face-to-face</b>		
<b>Number of ECTS Allocated: 4</b>		
<b>Prerequisites: none</b>		
<p><b>Course Aims:</b></p> <p>The goal of this course is to (1) eve of transition from traditional, resting on physical resources, to the modern, knowledge-based, organizations, (2) recognize human resources as a function that will provide a synergistic effect of all the other functions in the company, (3) eve of strategic importance of human resources in creating sustainable competitive advantages of modern enterprises operating in the knowledge economy and (4) the importance of developing the innovation and creativity of employees in the company's business. The goal of this course is to, through organizational understanding of the role of human resources in contemporary enterprises operating in the knowledge economy, operationalized and engineering knowledge to the students complete and integrate strategic thinking component of human resources, as the only intelligent resource and source of competitiveness, it is necessary engineers who occupy positions within any function in the organization.</p>		
<p><b>Learning Outcomes:</b></p> <p>Students who live audience of the course and pass the exam will be able to (1) detect changes that lead to the modern, knowledge-based, and business organizations in the knowledge economy, (2) identify the place where the human resources function in the organizational structure of the company, ie, the possibility and necessity of its strategic positioning, (3) conceive individually or as part of a team strategy for the human resource function and participate in formulating organizational strategy, (4) analyze the relationship between the human resource function and other functions in the company,(5) consider and implement the operational activities of human resources in the organization through a number of instruments for human resources (planning, recruitment, selection, performance management, development and employee training, career development, reward system and ensuring equality and equal opportunities) and (6) emulate techniques of creative thinking and solving problems.</p>		
<p><b>Syllabus.</b></p> <p>The notion of the knowledge economy; Characteristics of the knowledge economy; Global processes in the environment (imperative of change and globalization, consideration of market, technological, demographic and other external factors and internal factors of the business environment) in the knowledge economy; Changes in the field of labor relations; Differences between the personal function and the function of human resources management in the knowledge economy; Nature of human resources management; The process of human resources management; Analysis of the role of human resources managers in the development of the organization and development of individuals; Learning Processes in the Organization, Building Learning Organizations, Thought and Explicit Knowledge, Knowledge-Based Valuation, Steps to Operational Knowledge Management, Smart Professionals - Knowledge Workers, Creative Methods and Techniques; Creative problem solving.</p>		
<p><b>Required Reading:</b></p> <p>Relevant literature in English, tbd</p>		
<b>Weekly Contact Hours:2</b>	<b>Lectures: 2</b>	<b>Practical work: 2</b>
<p><b>Teaching Methods:</b></p> <p>Classes are held complementing the contemporary theoretical concepts of class and work on the exercises in order to have a more realistic and comprehensively examine the possibilities of human resources in an organization. Teaching is conducted through lectures and auditory exercises.</p>		
<b>Knowledge Assessment (maximum of 100 points):</b>		

<b>Pre-exam obligations</b>	points	<b>Final exam</b>	points
Attendance			
Computer exercises			
Tests (4x)			

