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| **DZEMAL BIJEDIC UNIVERSITY IN MOSTAR**  **TOURISM STUDIES** | | | | |
| **Name of the subject:** | **HUMAN RESOURCE MANAGEMENT** | | **Šifra predmeta: ST306** | |
| **Level, year, semester** | academic undergraduate studies | | year: III / semester: 1/5. | |
| **Professor:** | Sanvila Vuk, PhD, Associate professor | | | |
| **Contact:** | Adress: Dzemal Bijedic University in Mostar, Faculty of Economics email: sanvila.vuk@unmo.ba phone. 036/514-925 | | | |
| **Total lecture hours:** | Lecture hours per week: 2 | Excercise hours per week: 2 | | Total hours: 60 |
| **ECTS credit value:** | 5 ECTS | | | |
| **Basic degree:** | Bachelor of Tourism Management | | | |
| **Status of the subject:** | Nonbligatory | | | |
| **Prerequisites for taking the exam:** | None | | | |
| **Restrictions on access to the subject:** | Only for the students of Tourism studies | | | |
| **Explainations of credit value:** | Number of ECTS credits corresponds to the number of hours required for the realization of teaching obligations and preparation of the exam. | | | |
| **Objectives of the subject:** | The main goal is to provide the students with a comprehensive introduction to Human Resource Management and with the examples of best practices in this field. | | | |
| **Description of general and specific competences (knowledge and skills) / learning outcomes:** | Understanding HRM (meaning, concept, importance); explaining the ways that HRM activities can contribute to an organisation's success; describe the role that play HR managers;  Explaining the key concept concerning the HR planning, job analysis, recruitment and professional selection; implementing job analysis methods;  Explaining the process and methods of performance evaluation;  Understanding job evaluation and understanding different pay system; explaining how can employees become motivated (understanding different motivation technics);  Explaining the training process included training methods, implementation and evaluation; explaining the human resources development process (distinguish between training and development needs);  Explaining the structure of contemporary workforce; explaining and understanding the diversities; | | | |
| **Main content of the subject:** | HRM and strategy;  Human resources planning;  Job analysis and design;  Recruitment and professional selection;  Performance evaluation;  Compensation and benefits;  Motivation theories and implementation;  Training and development;  Fluctuation and absenteeism;  Diversity management;  Cultural diversities; | | | |
| **Forms of teaching / learning methods:** | in class lectures, case studies, research paper writing and discussing…. | | | |
| **Other obligations of the student (if they are foreseen):** |  | | | |
| **Knowledge check / exam way and percentage weight factor:** | Midterm test (30%)  Final exam (30%)  Research paper (15%)  Case study (15%)  Team work, discussion.... (10%) | | | |
| **List of basic literature and**  **Internet web references:** | 1. **Ivancevich John M.: Human Resource Management, 7th ed, Irwin McGraw-Hill Inc, 1998** 2. Mondy R. Wayne, Noe Robert M., Premeaux Shane R.: Human Resource Management, 7th ed, Prentice Hall Inc., 1999 3. Stone Raymond J.: Human Resource Management 4th ed, Wiley, 2002 4. Nickson Dennis: HRM for the hospitality and tourism industries, Amsterdam; Boston Butterworth - Heinemann, 2007 | | | |
| **How to monitor the quality and effectiveness of the subject realization:** | Anonymous survey among students on the success of the course. | | | |