|  |
| --- |
| **DZEMAL BIJEDIC UNIVERSITY OF MOSTAR****FACULTY OF ECONOMICS** |
| **Subject:** | **HUMAN RESOURCE MANAGEMENT** | **Code: AB408** |
| **Studies level, year of study, semester**  | academic undergraduate studies  | year: IV / semester: 7 |
| **Lecturer:** | Associate Professor Sanvila Vuk, PhD |
| **Contact details:** | E-mail: sanvila.vuk@unmo.ba Tel: +387 36 514-925  |
| **Total number of teaching hours:** | Lectures (weekly hours): 4 | Exercises (weekly hours): 2 | Total number of hours: 90 |
| **ECTS points:** | 6 ECTS |
| **Degree:** | Bachelor of Economics |
| **Subject status:** | Core |
| **Preconditions for the subject:** | None |
| **Limitations:** |  |
| **Justification for the assigned ECTS:** | Number of ECTS points corresponds to the number of hours necessary for teaching hours and exam preparation.  |
| **Objective 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. |
| **Generic and specific competencies (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 |
| **Subject's content:** | 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 |
| **Teaching methods:** | in class lectures, case studies, research paper writing and discussing…. |
| **Other requirements for the students** |  |
| **Structure of final grade**  | Midterm test (30%)Final exam (30%)Research paper (15%)Case study (15%)Team work, discussion.... (10%) |
| **Literature:** | 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
 |
| **Quality control of successfulness of teaching** | Anonymous survey among students about quality of teaching |