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| **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](mailto: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 | | | |