

## Course detail

<b>Course title in language of instruction</b>	Human Resource Management (RLZa)
<b>Number of ECTS credits allocated</b>	5
<b>Provided by</b>	Department of Economics
<b>Study plan</b>	Finance and Management, Travel and Tourism

## Course contents:

- 1) What is Human Resource Management - its birth, evolution and modern challenges
- 2) Role of the HR function, HR practitioner and line manager
- 3) HR strategies and HR policy
- 4) Job analysis, job description and person specification
- 5) Recruitment and selection
- 6) Recruitment methods, selection interviewing
- 7) Introduction to the organisation and releasing from the organisation
- 8) The nature of work and the employment relationship and the psychological contract
- 9) Characteristics of people and their motivation
- 10) Job assessment and performance management
- 11) HR development
- 12) Employee relations and communication
- 13) Employment practices and HRM procedures
- 14) Modern methods of HR management

## Annotation

The aim of the class is to provide the basic knowledge of the modern Human Resource Management to enable the students to understand the differences between personnel work, personnel management and human resource management and human capital management. The lectures are focused on the theoretical background of people management e.g. performance management, recruitment and selection, a motivation of the employees, etc. Interactive games and exercises are done in the seminars, the games and exercises are focused on the simulation of practical situations from Human Resources Management. To meet the requirements, a student must present a seminar paper in an appropriate quality, pass the test and also the oral exam.

## Recommended and required reading:

- ARMSTRONG, Michael; TAYLOR, Stephen. Armstrong's handbook of human resource management practice. Kogan Page Publishers, 2014.