

Course Title: HUMAN RESOURCE MANAGEMENT				
Course Code	Course Status	Semestar	Number of ECTS credits	Lectures and Seminars Load
	Mandatory	VI	8	2L+2S

Study programmes for which the course is organised:

Academic programme in English – undergraduate academic studies in business and economics, BSc

Prerequisites:

This course has no prerequisites.

Course

objectives:

The aim of this course is to increase the understanding of people-oriented processes, as well as the application of techniques and tools which contribute to building competitive advantage based on human resources.

Course content (teaching units, forms of individual student work, forms of knowledge assessment) presented according to teaching weeks in the academic calendar:

Preparatory week	Introduction to literature and the form of examination
I week	Human Resource Management in modern organisations
II week	Human Resource Strategy and Planning
III week	(In)equality in employment opportunities
IV week	Workforce, jobs and job analysis
V week	Analysis of interpersonal relationships and interactions within the organisation
VI week	Recruiting top talent
VII week	Selection of human resources
VIII week	Training and development of human resources
IX week	Talent management and career development
X week	Performance management
XI week	Rewarding and compensation; management of employee benefits
XII week	Employee relations
XIII week	Legal and ethical issues in human resource management
XIV week	International human resource management, trends and challenges
XV week	Recapitulation of the material

Teaching

methods:

Lectures, seminars, presentations, consultations, essays, seminar papers etc.

Student workload

<u>Weekly</u>	<u>Per semester</u>
8 credits x 40/30 = 10 hours and 40 minutes Structure: 1 hours and 30 minutes for lectures 1 hours and 30 minutes for seminars 7 hours and 40 minutes of independent student work, including consultations.	Total workload for the course: 8 x 30 = 240 hours Structure: Teaching and final exam: 10 hours 40 min x 16 weeks= 170 hours 40 min Preparatory activities before the semester (administration, enrollment, validation): 10 sati 40 min x 2 = 21 hours 20 minutes Additional work for make-up exam preparation: 48 hours.

Student obligations during the course:

The student is obliged to attend classes and sit mid-term exams (exams).

Literature:

Valentine, S. R., Meglich, P. A., Mathis, R. L., Jackson, J. H. (2020). Human Resource Management (16th edition). Cengage, Boston, MA 02210, USA.
 Henderson, I. (2017). Human Resource Management for MBA and Business Masters (3rd edition). Chartered Institute of Personnel and Development, London, UK.
 Dessler, G. (2017). Human Resource Management (15th edition). Pearson Education, Inc. Boston, USA.

Learning outcomes (aligned with the outcomes of the study programme):

Upon completion of this course, students will be able to:

- understand the relationship between human resource management and individual, group and organisational performance;
- develop a strategic approach to considering human resource management and human capital;
- analyse critical success factors and processes in human resource management;
- improve managerial decision-making abilities in the domain of human resource management and human capital in a modern international company;
- understand ethical and legal dimensions of human resource management for the purpose of making decisions that guarantee organisational sustainability.

Forms of knowledge assessment and grading:

Test	–	30	points
Assignments and activity	–	20	points
Team work (seminar, presentation, problem solving)	–	20	points
Final exam	–	30	points

Name and surname of lecturer and teaching assistant:

Ivan Radević

Specific aspects to be emphasised for the course:

For additional information, you may contact the course lecturer via e-mail: **Ivan Radević**, radevic@ucg.ac.me (office 410), in person before or after lectures, as well as during the standard consultation hours.