

Tárgytematika / Course Description

Advanced Human Resource Management

KGNM_MMTA079

Tárgyfelelős neve /

Teacher's name: Magyar-Stifter Viktória

Félév / Semester: 2018/19/1

Beszámolási forma /

Assesment: Vizsga

Tárgy heti óraszám /

Teaching hours(week): 2/2/0

Tárgy féléves óraszám /

Teaching hours(sem.): 0/0/0

OKTATÁS CÉLJA / AIM OF THE COURSE

Advanced Human Resource Management provides students a full and practical introduction to human resource management concepts and techniques, with a focus on how to use those techniques to improve performance, productivity and profitability at work.

TANTÁRGY TARTALMA / DESCRIPTION

- 1.hét Introduction to Human Resource Management, Human Resource Management Strategy and Analysis
- 2.hét Equal Opportunity and the Law, Labor relations and Collective Bargaining
- 3.hét Job Analysis and the Talent Management Process
- 4.hét Personnel Planning and Recruiting
- 5.hét Employee Testing and Selection
- 6.hét Interviewing Candidates
- 7.hét Training and Developing Employees
- 8.hét Performance Management and Appraisal
- 9.hét Managing Employee Retention, Engagement and Careers
- 10.hét Establishing Strategic Pay Plans
- 11.hét Pay for Performance and Financial Incentives
- 12.hét Benefits and Services
- 13.hét Managing Global Human Resources
- 14.hét Managing Human Resources in Small and Entrepreneurial Firms

SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESSMENT'S METHOD

Active participation at the lectures, do homeworks. Written exam.

Points and grades:

0-39 points: Fail (1)

40-54 points: Pass (2)

55-69 points: Satisfactory (3)

70-84 points: Good (4)

85-100 points: Excellent (5)

KÖTELEZŐ IRODALOM / OBLIGATORY MATERIAL

Kötelező irodalom: Dessler (2015): Human Resource Management. Pearson

Ajánlott irodalom: Bratton, J. - Gold, J.: Human Resourca Management - Theory and Practice

Bohlander, S: Principles of Human Resource Management