

Tárgytematika / Course Description

Advanced Human Resource Management

KGNM_MMTA079

Tárgyfelelős neve /

Teacher's name: Dr. Karácsony Péter

Félév / Semester: 2019/20/2

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. Introduction to Human Resource Management, Human Resource Management Strategy
2. Job Analysis
3. HR Planning and Recruiting
4. Employee Testing and Selection
5. Training and Developing Employees
6. Performance Management and Appraisal
7. Performance Management and Appraisal
8. Talent Management Process
9. Managing Employee Retention, Engagement and Careers
10. Motivation (Pay and other Incentives)
11. Health and Safety
12. Labor relations and Collective Bargaining
13. Managing Global Human Resources
14. Managing Human Resources in small- and medium-sized enterprises

SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESSMENT'S METHOD

Active participation at the lectures and seminars (presentation at the chosen topic). The final exam will be a 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

Dessler (2015): Human Resource Management. Pearson

Dave Ulrich, Jon Younger, Wayne Brockbank, Mike Ulrich (2012): HR from the Outside In: Six Competencies for the Future of Human Resources. McGraw-Hill Education