

Tárgytematika / Course Description

Advanced Human Resource Management

KGNM_MMTA079

Tárgyfelelős neve /

Teacher's name: Magyar-Stifter Viktória

Félév / Semester: 2020/21/2

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

The aim of the subject:

This course is intended to increase students' understanding of the emerging role of the human resource function in today's organization. It is presented from an organizational perspective so that both manager and practitioner can gain insights into the strategic role of human resources. It also focuses on the business partnership between human resources and line management, beginning with an in-depth presentation of the strategic planning processing in organizations and the necessary alignment of human resource policies, programs and practice with the overall corporate strategy. Each human resource function is covered, including recruitment and selection, training and development, compensation and benefits, with an emphasis on the strategic elements of each functional area.

TANTÁRGY TARTALMA / DESCRIPTION

Modul/Module	Témakörök/ Topics
1	Introduction. Strategic Human Resource Management.
2	Strategic HRM in Practice.
3	HR Planning and Recruiting.
4	Employee Testing and Selection.

5	Training and Developing Employees. REGISTRATION FOR PRESENTATIONS. PRESENTATION BRIEF.
6	Performance Appraisal. Methodologies.
7	Performance Management. Processes.
8	Compensation Systems (Motivation and Pay)
9	Benefit Plans. (Flexible Benefits, Cafeteria)
10	Labour Relations and Collective Bargaining
11	International HRM and Corporate Culture
12	Talent Management and Individual Career Planning.
13	Individually Tailored Career Portfolio
14	Summary. Assigning Individual Tasks.

SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESMENT'S METHOD

Semester Completion Criteria:

Students are not to miss more than 4 lectures and seminars and participate in the presentation registration and delivery otherwise will be denied semester signature and approval to go to the final exam. Seminar tasks in small groups of 2-3 students have to comply with following rules:

- They to be submitted in the seminar or the same day by midnight through Moodle in format with advisement by the teacher
- The format of the file name should be as follows:
 - **AHRM W (no of week) (name of one of the students in the group).docx** e.g., **AHRM W2 John Kowalchuk.docx**

- Submissions past the deadline and inappropriate format (file name) will be rejected and cannot be remade. Names of all students have to be listed inside the file (at the beginning) otherwise their mark will also be rejected.

PRESENTATION: will be announced through a presentation brief in week 5. It has to be prepared in pptx only and groups sizes will be determined in the presentation brief. Each presentation will have to be in a timeframe of 15-20 minutes so 2-3 presentations per seminar over 3 weeks (max. 7 groups will present). The presentation schedule will be created randomly the registration files have been received, processed and approved.

The individual tasks for the exam will be distributed during the lectures and seminars at the end of semester. Individual tasks have to be submitted through Moodle in the following format by the prescribed deadline:

- **AHRM ITA (name of company) (name of student).docx** e.g., AHRM ITA Audi Hungaria John Kowalcuk.docx

Submissions past the deadline and inappropriate format (file name) will be rejected and cannot be remade.

6. Assessment of the Course:

The final grade of the semester is determined by the exam results and by points acquired through studies (maximum number of points: 100):

the final exam (individual question answer): 20%

work during the semester (seminar tasks 40%, presentation 40%): 80%

0-50 points	fail
51 points and above	pass
63 points and above	satisfactory
75 points and above	good
86 points and above	excellent

KÖTELEZŐ IRODALOM / OBLIGATORY MATERIAL

Compulsory readings:

Lecture Materials in PDF Format 2021

- Dessler, G (2017): Human Resource Management. 15th Edition. Pearson (in PDF, selected chapters)

Recommended readings:

Armstrong, Michael (2016): Armstrong's Handbook of Strategic Human Resource Management. UK: Kogan Page