

## **Tárgytematika / Course Description**

### **Advanced Human Resource Management**

**KGNM\_MMTA079**

**Tárgyfelelős neve /**

**Teacher's name:** Magyar-Stifter Viktória

**Félév / Semester:** 2021/22/2

**Beszámolási forma /**

**Assesment:** Vizsga

**Tárgy heti óraszám /**

**Teaching hours(week):** 2/2/0

**Tárgy féléves óraszám /**

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

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### **OKTATÁS CÉLJA / AIM OF THE COURSE**

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### **TANTÁRGY TARTALMA / DESCRIPTION**

- 1 Introduction. Definition and models of HRM. History of HRM.
- 2 Strategic viewpoint. SHRM models.
- 3 Strategic areas, functions, objectives and features of HRM. Connections with other functions/depts.
- 4 Typical organization structures. Stakeholder management. Manager-Leader; characteristics, main competencies and challenges.
- 5 The flow of human resources within the organization (HR planning, recruitment, networking, etc.) Models of HR Flow.
- 6 OD, on-boarding, Talent management, Training. Tools of On-the-job and Off-the-job training.
- 7 Definition and methods of performance. Performance Appraisal and Management.
- 8 Compensation and Benefit systems: planning and management. Official business confidential information-management. Business Ethics. Regulatory role of HR.
- 9 Design and model of work systems. Different employment schemes.
- 10 Summary
- 11-12 Company presentations.

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### **SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESSMENT'S METHOD**

Semester completion criteria:

- Students are not to miss more than 4 lectures and seminars (total)
- Students must complete the Corporate HR Presentation (and all required tasks related to it) otherwise they will be denied semester signature and approval to go to the final exam
- Oral Exam submission.

Not compulsory task:

- Smaller presentation during lectures (only for extra points)

5. Assessment of the Course:

- 30%- Working and behaviour during the Seminars
- 20%- Corporate Presentation
- 50%- Oral Exam

For extra points (not compulsory): smaller presentation for Lecture Course

- 0-50 pointfail
  - 51 pointpass
  - 63 pointsatisfactory
  - 75 pointgood
  - 86 pointexcellent
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## **KÖTELEZŐ IRODALOM / OBLIGATORY MATERIAL**

Compulsory readings:

- Materials of Lectures (pdf)
- Dressler, G (2017): Human Resource Management. 15th Edition. Pearson.

Recommended readings:

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