

Tárgytematika / Course Description

Advanced Human Resource Management

KGNM_MMTA079

Tárgyfelelős neve /

Teacher's name: Magyar-Stifter Viktória

Félév / Semester: 2022/23/2

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

This course is intended to increase students' understanding of the emerging role of human resource function in today's organization. It is presented from an organizational perspective so that both managers and practitioners 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 processes in organizations and the necessary alignment of human resource policies, programs and practices 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

- 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.

SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESMENT'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:

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

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

- 0-50 point fail
- 51 point pass
- 63 point satisfactory
- 75 point good
- 86 point excellent

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