

## Tárgytematika / Course Description

### Human resource management

MENB\_AVTA005

**Tárgyfelelős neve /**

**Teacher's name:** dr. Kalmár Sándor

**Félév / Semester:** 2021/22/2

**Beszámolási forma /**

**Assesment:** Vizsga

**Tárgy heti óraszám /**

**Teaching hours(week):** 2/1/0

**Tárgy féléves óraszám /**

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

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### OKTATÁS CÉLJA / AIM OF THE COURSE

#### Objective of subject:

Students get acquainted with the human aspects of the management activities (e.g. collection of information, decision making, taking measures, controll) in an interdisciplinary approach. Students should understand the following HR processes: human resource recruitment, employment selection, suitability for certain tasks, HR development, practical issues of human skills identification, motivation and conflicts at workplaces.

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### TANTÁRGY TARTALMA / DESCRIPTION

#### Subject topics:

- 1) Subject requirements. History and development of Human Resource Management (HRM)
- 2) Human Resource Management in the organisation
- 3) Individual work: elaboration of a ppt presentation in topic No. 1
- 4) Human resource management, planning and evaluation of manpower at the organisation
- 5) Individual work: elaboration of a ppt presentation in topic No. 2
- 6) Practical steps of HR recruitment and selection (Part 1)
- 7) Practical steps of HR recruitment and selection (Part 2)
- 8) Individual work: elaboration of a ppt presentation in topic No. 3
- 9) Management power and authority
- 10) Tools and practices of motivation
- 11) Individual work: elaboration of a ppt presentation in topic No. 4
- 12) Written test paper
- 13) Organisational culture and change management, conflict management
- 14) Summarizing lecture, evaluation of students' work

#### HRM topics for individual student work

1. Employment conditions and regulations in the student's home country

2. Social situation and employability of men and women, unemployment care in the student's home country
3. Basic requirements of employment in the student's home country
4. Motivation tools applied by employers in the student's home country

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## SZÁMONKÉRÉSI ÉS ÉRTÉKELÉSI RENDSZERE / ASSESMENT'S METHOD

### Assessment processes

Subject requirements for signature: active participation in at least 75 % of lectures, submission and presentation of individual student work (in ppt format). Passing the test paper with at least mark 2 (satisfactory).

**Evaluation method:** Test paper score will be offered to students as subject score. Maximum score at the test paper: 40 points.

Under 21 points (> 51%)	unsatisfactory (1)
21.5 - 26.5 (51 - 66%)	satisfactory (2)
27 - 30.5 (75%)	medium (3)
31 - 34.5 (85%)	good (4)
35 points	very good (5)

The requirements for a repeated test paper (in case of unsatisfactory result) are the same in all respects.

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## KÖTELEZŐ IRODALOM / OBLIGATORY MATERIAL

Lectures, presentations and materials delivered during the course