

Information sheet for the course Human Resource Management I.

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| University: <i>Alexander Dubček University of Trenčín</i> | |
| Faculty: <i>Faculty of Social and Economic Relations</i> | |
| Course unit code: <i>LZP46</i> | Course unit title: <i>Human Resource Management I.</i> |
| Type of course unit: <i>compulsory</i> | |
| Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face</i> <i>Seminar: 2 hours weekly/28 hours per semester of study; face to face</i> | |
| Number of credits: <i>5</i> | |
| Recommended semester: <i>2nd semester 1st year</i> | |
| Degree of study: <i>II. (engineer, magister)</i> | |
| Course prerequisites: <i>none</i> | |
| Assesment methods: <i>There will be two tests during the semester. Active participation at seminars and score of at least 60% from each test is required for successful passing of the course. Two absences at seminars are excused. In order to obtain a grade "A" it is necessary to achieve at least 80%, to obtain a grade "B" it is necessary to achieve at least 75%, to obtain a grade "C" it is necessary to achieve at least 70%, to obtain a grade "D" it is necessary to achieve at least 65% and to obtain a grade "E" it is necessary to achieve at least 60%. At the end of the semester during the examination period: Exam. Final course grade: achieved average.</i> | |
| Learning outcomes of the course unit: <i>The student completing the course will gain a comprehensive system of knowledge of the theoretical, social and economic context of the emergence and development of personnel management and concept of human resources management. The student should know the nature and content of the concept of human resources at societal, organizational and individual level. The student should be able to explain the specific methods and approaches to human resource management in organizations. The student should understand the conditions and the context influencing patterns of development of the concept of human resources in terms of current labor market trends and in correspondence to these conditions apply appropriate approaches to the management of personal affairs and the development of people in organizations. After successful completion of the learning process the student should be ready to pursue further university studies.</i> | |
| Course contents: <i>1. The nature and characteristics of "scientific management"</i> <i>2. Economic and social factors of origins of human resource management (technocratic concept) in the 19th and 20th centuries</i> <i>3. A new paradigm for economic development in the 30s of the 20th century and its impact on the development of personnel management</i> <i>4. Social change in the 30s of the 20th century, and their influence on the development of personnel management</i> <i>5. Basic characteristics of the concept of social welfare in personnel management</i> <i>6. Scientific and technological revolution and economic development in the post-war period and their impact on the development of personnel management</i> <i>7. Social changes in the post-war period and their impact on the development of personnel management</i> | |

8. *Basic characteristics of the phase of development of the concept of personnel management*
9. *The economic changes of the 60s and 70s under the influence of scientific and technological revolution and the development of human resource management*
10. *The new social architecture of society and its impact on the formation of the phase of maturity in personnel management*
11. *Basic characteristics of the phase of maturity of the concept of personnel management*
12. *Impact of theories of management on the origin and development of personnel management*
13. *The modern theory and practice of human resource management*

Recommended of required reading:

Vojtovič, S a kol.: Personálny manažment v organizácii. Plzeň: Aleš Čeněk, 2013.
Vojtovič, S.: Personálny manažment. Historické súvislosti vzniku a rozvoja. Bratislava: IRIS, 2006.
Vojtovič, S.: Koncepcie personálneho řízení a řízení lidských zdrojů. Praha: Grada Publishing, 2011.
Armstrong, M.: Řízení lidských zdrojů. Praha: Grada Publishing, 2002.
Armstrong, M.: Personálny manažment. Praha: Grada Publishing, 1999.
Kleibl, J. – Dvořáková, Z. – Šubrt, B.: Řízení lidských zdrojů. Praha: C. H. Beck, 2001.
Koubek, J.: Řízení lidských zdrojů. Základy moderní personalistiky. Praha: Management Press, 2002.
Milkovich, G. T. – Boudreau, J. W.: Řízení lidských zdrojů. Praha: Grada Publishing, 1993
Werther, W. D. – Davis, K.: Lidský faktor a personální management. Zlín: Viktoria Publishing, 1992
Human Resource Management Review, Volume 2008-2013
The International Journal of Human Resource Management. Volume 2009-2013

Language: *Slovak*

Remarks:

The course is offered in the summer semester of the first year of full-time graduate studies and in the summer semester of the first year of external graduate studies. This course is mandatory. The number of students in a seminar group ranges from 20 to 25 students.

Evaluation history:

| A | B | C | D | E | FX |
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| 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Lectures:

doc. Mgr. Sergej Vojtovič, DrSc., Ing. Miroslav Lukáč, PhD., Ing. Helena Kajanová, PhD., PhDr. Jana Španková, PhD.

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