

## Information sheet for the course Human Resource Management II.

<b>University:</b> <i>Alexander Dubček University of Trenčín</i>	
<b>Faculty:</b> <i>Faculty of Social and Economic Relations</i>	
<b>Course unit code:</b> <i>LZP51</i>	<b>Course unit title:</b> <i>Human Resource Management II.</i>
<b>Type of course unit:</b> <i>compulsory</i>	
<b>Planned types, learning activities and teaching methods:</b> <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face (prezenčná metóda)</i> <i>Seminar: 2 hours weekly/28 hours per semester of study; face to face</i>	
<b>Number of credits:</b> 5	
<b>Recommended semester:</b> <i>3<sup>rd</sup> semester 2<sup>nd</sup> year</i>	
<b>Degree of study:</b> <i>II. (engineer, magister)</i>	
<b>Course prerequisites:</b> <i>none</i>	
<b>Assesment methods:</b> <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 evaluation: Achieved average.</i>	
<b>Learning outcomes of the course unit:</b> <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 is ready to pursue further university studies.</i>	
<b>Course contents:</b> <i>1. Information technology and economic development at the end of the 20th century</i> <i>2. The social changes of the late 20th century</i> <i>3. Establishment and formation of the "new economy"</i> <i>4. Changes in management roles in the new economy</i> <i>5. The concept of human capital in the new economy</i> <i>6. Substance of the concept of human resource management (HRM).</i> <i>7. Baseline approaches in HR management</i> <i>8. Personnel management and HRM - commonalities and differences</i> <i>9. Employee relations and personnel management activities in HRM</i> <i>10. Work performance, motivation and reward in HRM</i> <i>11. Education and staff development in HRM.</i> <i>12. Science and education as structural components of the new economy</i> <i>13. Current and global trends in the employment of people and human resource management.</i>	
<b>Recommended of required reading:</b> <i>Vojtovič, S.: Personálny manažment. Historické súvislosti vzniku a rozvoja. IRIS, Bratislava</i>	

2006

*Vojtovič, S.: Koncepce personálního řízení a řízení lidských zdrojů. Grada Publishing, Praha 2011*

*Armstrong, M.: Řízení lidských zdrojů. Grada Publishing, Praha 2002*  
*Armstrong, M.: Personální manažment. Grada Publishing, Praha 1999*

*Kleibl, J. – Dvořáková, Z. – Šubrt, B.: Řízení lidských zdrojů. C. H. Beck, Praha 2001*

*Koubek, J.: Řízení lidských zdrojů. Základy moderní personalistiky. Management Press, Praha 2002.*

*Milkovich, G. T. – Boudreau, J. W.: Řízení lidských zdrojů. Grada Publishing, Praha 1993*

*Werther, W. D. – Davis, K.: Lidský faktor a personální management. Viktoria Publishing, Zlín 1992*

*Human Resource Management Review, Volume 2008-2010*

*The International Journal of Human Resource Management. Volume 2009-2010*

**Language:** *Slovak*

**Remarks:**

*The course is offered in the winter semester of the second year of full-time graduate studies and in the winter semester of the second 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
6.76	14.86	25.68	12.16	16.22	24.32

**Lectures:**

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**Last modification:** 28.05.2014

**Supervisor:** *doc. Mgr. Sergej Vojtovič, DrSc.*