

Information sheet for the course Human Resources Education and Development

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>LZP57</i>	Course unit title: <i>Human Resources Education and Development</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:</i>	
Number of credits: <i>4</i>	
Recommended semester: <i>4th semester 2nd year</i>	
Degree of study: <i>II. (engineer, magister)</i>	
Course prerequisites: <i>none</i>	
Assesment methods: <i>Interim evaluation: at least 70% attendance at lectures, active creative teamwork in the processing and presentation of the project related to the training and human resource development in a selected company in accordance with material presented at lectures. Evaluation A - 10 points, Evaluation B - 9 points, Evaluation C - 8 points, Evaluation D - 7 points, Evaluation E - 6 points. Credit will not be granted to a student who receives less than 6 points for the preparation and presentation of the project. Final assessment: at the end of the semester during the examination period: Written exam. Final evaluation: Achieved average.</i>	
Learning outcomes of the course unit: <i>A student completing the course acquires an overview of the theoretical bases of human resource development, which provides opportunities and creates conditions for education, learning and shaping of needed personal and work skills of employees through methods of self-learning organization, coaching and mentoring. The student will know the issues of corporate training, learning and self-learning, communication, knowledge and talent management, career management etc. The student will understand the connection between these phenomena, the development and education in the context of human resource development. After successful completion of a learning process the student is ready to pursue further university studies.</i>	
Course contents: <i>1. Introduction to the lectures - content of the course, recommended literature, the conditions for the test. Basic concepts in education.</i> <i>2. Education and human resource development - terminological context.</i> <i>3. The strategy of human resources management by competencies.</i> <i>4. The process of corporate training</i> <i>5. The utilization of human capital.</i> <i>6. The learning organization and management of change in human resources.</i> <i>7. Requirements for teaching and learning.</i> <i>8. Communication, leadership and education, communication skills.</i> <i>9. The application of innovative skills of learning organization.</i> <i>10. Knowledge management.</i> <i>11. Career management and talent management.</i> <i>12. The importance of education for present and future of the enterprise, trends in education.</i> <i>13. Free theme as chosen by the students. Consultation.</i>	
Recommended of required reading: <i>Vojtovič a kol.: Personálny manažment v organizácii. Aleš Čeňek, Plzeň 2013</i> <i>Vojtovič, S.: Koncepcie personálneho řízení a řízení lidských zdrojů. Grada Publishing, Praha</i>	

2011

Vojtovič a kol.: Riadenie personálnych činností v organizácii. Iris, Bratislava 2008

Armstrong, M.: Řízení lidských zdrojů. Grada Publishing, Praha 2007

Barták, J.: Vzdělávání ve firmě. Alfa Publishing, Praha 2007

Bartoňková, H.: Firemní vzdělávání. Grada Publishing, Praha 2010

Hroník, F.: Rozvoj a vzdělávání pracovníků. Grada Publishing, Praha 2007

Vodák, J. – Kuchrčíková, A.: Efektivní vzdělávání zaměstnanců. Grada Publishing, Praha 2011

Časopis FSEV – Sociálno-ekonomická revue

Časopis Moderní řízení

Language: *Slovak*

Remarks:

The course is offered in the summer semester of the second year of full-time graduate studies and in the summer semester of the second year of external graduate studies. This course is mandatory.

Evaluation history:

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

Lectures:

Doc. Mgr. Emília Krajňáková, CSc.

Last modification: 29.05.2014

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