

**Information sheet for the course**  
Recent Trends in Human Resource Management

<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>LZP56</i>	<b>Course unit title:</b> <i>Recent Trends in Human Resource Management</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</i> <i>Seminar:</i>	
<b>Number of credits:</b> <i>5</i>	
<b>Recommended semester:</b> <i>4<sup>th</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>During the semester there will be two tests. The successful passing of the course is conditioned by achieving at least 60% from each test. To obtain an evaluation of A it is necessary to achieve at least 80%, to obtain the evaluation of B at least 75%, for the evaluation of C at least 70%, for the evaluation of D at least 65% and for the evaluation of E at least 60%. Two absences at the lectures are excused. 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>A student completing the course acquires an overview of the importance of human resources that are becoming, in a dynamically changing environment, a determining resource for the success of the organization. The student will know the historical development of management and subsequently in the management of human resources. Emphasis is placed on understanding the changes in personnel activities that overlap each other and are intertwined. The student will understand the development of management and theoretical approaches induced by dynamics of the environment that can be characterized as trends in the management of human resources. After successful completion of a learning process the student will be ready to pursue further university studies.</i>	
<b>Course contents:</b> <i>1. Introduction to the lectures, the content of the subject, recommended literature, the conditions for the test.</i> <i>2. Development of management in eighties to nineties of twentieth century, first half of eighties: looking for perfection - time, people and their opinions.</i> <i>3. Trend in human resources management. Understanding of human resource management and historical development, the difference between the traditional personnel management and human resource management.</i> <i>4. Characteristics of European and global contexts of human resource management.</i> <i>5. Mutual subordination and integrity of factors: strategy, structure, systems management, colleagues, shared values, style of managerial work, abilities and symbols.</i> <i>6. Corporate culture - the core integrity of the individual factors that affect each other.</i> <i>7. Corporate strategy. Decision making and responsibility from collective towards the individual. Emphasis on quality TQM, innovations, inventions, logistics, just in time.</i> <i>8. Chaos as a business challenges. Theory of chaos and complexity. Prosperity in the chaos.</i> <i>9. The fundamental rethinking and radical reconstruction of business processes.</i> <i>10. Benchmarking, comparison of own productivity of labor with leading organizations.</i>	

11. *Current and future trends of development - the current trends in the development of individual factors of managerial work and corporate management.*
12. *Characteristics of a strategic approach in the management of human resources.*
13. *Government agenda - the role of government in the development of the personnel management agenda*

**Recommended of required reading:**

*Vojtovič, S.: Koncepcie personálneho řízení a řízení lidských zdrojů. Grada Publishing, Praha 2011*

*Vojtovič, S.: Personálny manažment. Historické súvislosti vzniku a rozvoja. IRIS, Bratislava 2006*

*Crainer, S.: Key Management Ideas. Financial Times Profesional Ltd. 1998*

*Crainer, S.: Moderní management – Základné myšlienkové smery. Management Press, Praha 2000*

*Drucker, P. F.: Výzvy manažmentu pro 21. století. Management Press, Praha 2001*

*Gibson, R.: Nový obraz budúcnosti. Management Press, Praha 1998*

*Graeme, M. – Phil, B.: Transforming multinational enterprises: towards a process model of strategic human resource management change. The International Journal of Human Resource Management, Volume 12 Issue 8, 2010*

*Ketkar, S. – Sett, P.K.: Environmental dynamism, human resource flexibility, and firm performance: analysis of a multi-level causal model. The International Journal of Human Resource Management. Volume 21 Issue 8, 2010*

*Peters, T.: Prosperita se rodí z chaosu. Pragma, Praha 2001*

*Vodáček L. – Vodáčková, O.: Management – teórie a praxe v informační společnosti. Management Press, Praha 1999*

**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
18.45	30.12	33.93	12.62	4.88	0.0

**Lectures:**

*PhDr. Erika Hančovská, PhD.*

**Last modification:** 28.05.2014

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