

Course Unit Information Sheet

<b>University:</b> <i>Alexander Dubček University in Trenčín</i>	
<b>Faculty:</b> <i>Faculty of Social and Economic Relations</i>	
<b>Course unit code:</b> <i>LZPV2</i>	<b>Course unit title:</b> <i>Human Resources Education and Development</i>
<b>Planned types, learning activities and teaching methods:</b> <i>2/2 weekly</i>	
<b>Number of credits:</b> <i>5</i>	
<b>Recommended semester/trimester:</b> <i>2<sup>nd</sup> semester</i>	
<b>Degree of study:</b> <i>III (PhD.)</i>	
<b>Course prerequisites:</b> <i>LZP13 Management, LZP25 Personnel Management I., LZP31 Personnel Management II., LZP46 Human Resource Management I., LZP51 Human Resource Management II.</i>	
<b>Assessment methods:</b> <i>Continuous assessment: at least 80% attendance in lectures is required (30 score points). In addition, writing and presenting a term project (up to 70 score points) is required. In total, 100 points can be obtained, minimum score required is 70 points. The grading system is as follows: (E)-70 to 74 points, (D)-75 to 82 points, (C)-83 to 88 points, (B)-89 to 92 points, (A)-93-100 points.</i>	
<b>Learning outcomes:</b> <i>Upon the completion of the course unit, students will <b>be equipped with</b> the theoretical background in human resource development, which provides opportunities and creates conditions for the education, learning and formation of the necessary personal and job-related skills of employees using the methods of self-learning, coaching and mentoring. Students should be <b>proficient in</b> corporate education, teaching and learning, communication, knowledge and talent management, career management, etc. In addition, students should <b>understand</b> the links between human resource education and development. Upon successful completion of the course unit, students should be prepared to use the knowledge acquired in teaching or working.</i>	
<b>Course unit contents:</b>	
<ol style="list-style-type: none"> <li>1. <i>Introduction: course unit structure, recommended reading list, examination requirements.</i></li> <li>2. <i>Human resource education and development – terminological context.</i></li> <li>3. <i>The essence of the need for human resources education and development.</i></li> <li>4. <i>Foundations of human resource education and development.</i></li> <li>5. <i>Prerequisites for teaching and learning.</i></li> <li>6. <i>Selection of appropriate methods and tools for education and human resource development.</i></li> <li>7. <i>Development of projects and programs for human resource education and development.</i></li> <li>8. <i>Assessment of projects and programs for human resource education and development.</i></li> <li>9. <i>Applying the innovative potential of a learning organization in human resource development.</i></li> <li>10. <i>Knowledge management and human resource development.</i></li> <li>11. <i>Career management and talent management in human resource development.</i></li> <li>12. <i>Recent trends in human resource education and development.</i></li> <li>13. <i>The importance of education and development of people for organizations and society today and in the future.</i></li> </ol>	
<b>Recommended reading:</b>	
<p><i>Andriessen, D. (2015). Making Sense of Intellectual Capital: Designing a Method for the Valuation of Intangibles. Oxford: Butterworth-Heinemann.</i></p> <p><i>Armstrong, M. (2007). Řízení lidských zdrojů. Grada Publishing, Praha.</i></p> <p><i>Barták, J. (2007). Vzdělávání ve firmě. Alfa Publishing, Praha.</i></p> <p><i>Bartoňková, H. (2010). Firemní vzdělávání. Grada Publishing, Praha.</i></p> <p><i>Czikk, P., Čepelová, A. (2006). Vzdelávanie a rozvoj zamestnancov. In: Manažment v teórii</i></p>	

a praxi. Roč.2, 2006, č. 2, s. 19-25. ISSN 1336-7137  
 Folwarczná, I. (2010). Rozvoj vzdelávania manažerů. Praha: Grada Publishing, 240 s.  
 Frk, J., Pirohová, I. (2003). Vzdelávateľ dospelých v profesijnom vzdelávaní zamestnancov. Prešov: Akcent Print, 137 s.  
 Hroník, F. (2007). Rozvoj a vzdelávani pracovníků. Praha: Grada Publishing.  
 Kolman, L. (2005). Výcvik zaměstnanců: psychologické základy podnikové odborné přípravy a výcviku. Praha: LINDE. 107 s.  
 Koubek, J. (2003). Personální práce v malých podnicích. Druhé, prepracované a doplnené vydanie. Praha: Grada Publishing. 248 s.  
 Koubek J. (2004). Řízení pracovního výkonu. Praha: Management press. 159.  
 Krajňáková, E., Vojtovič, S.(2015). Vzdelávanie a príprava odborníkov pre kreatívny priemysel. In: Sociálno-ekonomická revue. Roč. 13, 2015, č. 2, s. 87 - 99 ISSN 1336-3727  
 Krajňáková, E., Vojtovič, S. (2013). Innovations as a basis for the development of new economy and human capital. In: Innovation processes in organizations. Wien/Berlin : Mercur Verlag, s.114-128.  
 Krajňáková, E., Vojtovič, S. (2011). Development of Science and Education among the Priorities of State. In: Proceedings of the 8th International Conference Efficiency and Responsibility in Education: Jún 9-10,2011, Praha. s. 147-156.  
 Mužík, J. (2000). Profesní vzdelávání dospělých. Praha: Codex. s. 75.  
 Mužík J. (2008). Edukace řídicích dovedností. Praha: ASPI. s. 84.  
 Prusaková, V. (2000). Systémový prístup k ďalšiemu vzdelávaniu. Bratislava: Inštitút pre verejnú správu. 123 s.  
 Sahlberg, P. (2014). The Professional educator – Lessons from Finland. In: Education in Finland. Taipei: NIOERAR.  
 Veteška, J. Tureckiová, M. (2008). Vzdelávani a rozvoj podle kompetenci. Praha.  
 Vodák, J., Kucharčíková, A. (2011). Efektivní vzdelávani zaměstnanců. Praha: Grada Publishing.  
 Vojtovič a kol. (2008). Riadenie personálnych činností v organizácii. Bratislava: Iris.  
 Vojtovič, S. (2011). Koncepce personálního řízení a řízení lidských zdrojů. Praha: Grada Publishing.  
 Vojtovič a kol.(2013). Personální manažment v organizácii. Plzeň: Aleš Čeňek.

**Language:** Slovak

**Remarks:** The course unit is offered in the 1<sup>st</sup> year of study, full time/summer semester or in the 2<sup>nd</sup> year of study, part-time/winter semester. A compulsory - optional course unit.

**Evaluation history**

Total number of students assessed: 0

A	B	C	D	E	FX
a	b	C	d	e	fx

**Lecturer:** Assoc. Prof. Mgr. Emília Krajňáková, CSc. – course unit lecturer

**Last modification:** March 30, 2016

**Supervisors:** Prof. Ing. Mag. Dr. Herbert Strunz, PhD., Assoc. Prof. Mgr. Sergej Vojtovič, DrSc., Assoc. Prof. Ing. Adriana Grenčíková, PhD. – guarantors of the Human Resources and Personnel Management program of study