

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>LZP2</i>	<b>Course unit title:</b> <i>Strategic Human Resource Management</i>
<b>Planned types, learning activities and teaching methods:</b> <i>2/2 weekly</i>	
<b>Number of credits:</b> <i>10</i>	
<b>Recommended semester/trimester:</b> <i>1<sup>st</sup> semester</i>	
<b>Degree of study:</b> <i>III (PhD.)</i>	
<b>Course prerequisites:</b>	
<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>By completing the course unit, students will possess knowledge in strategic human resources management. Students will be able to <b>develop</b> human resources development strategies, define and formulate their visions and objectives, elaborate strategic plans and timetable for implementation of strategies, monitor the state of strategic management implementation and evaluate the results of strategic human resources management. Moreover, students will be able to <b>apply</b> and properly use the methods, tools and expertise related to strategic management in practice, theory and research. Students will be able to analyse and examine the processes related to human resources development and their strategic management in a creative manner.</i>	
<b>Course unit contents:</b>	
<ol style="list-style-type: none"> <li>1. <i>Introduction to Strategic Human Resources Management.</i></li> <li>2. <i>Nature of human resources and starting points for strategic management.</i></li> <li>3. <i>Strategic management as an art, science and skills to create and plan complex human resource development decisions.</i></li> <li>4. <i>Defining priorities and direction in HR development in the long-term.</i></li> <li>5. <i>Methods, models and techniques of Strategic Human Resources Management.</i></li> <li>6. <i>Analysis and assessment of the baseline for the elaboration of the human resources management strategy.</i></li> <li>7. <i>Defining strategic goal of strategic human resources management.</i></li> <li>8. <i>Formulation of strategy (missions and visions and strategic goals) of human resources management.</i></li> <li>9. <i>Planning human resources management strategy (developing a strategic plan and schedule).</i></li> <li>10. <i>Implementation of human resources management strategy (allocation of resources, implementation of projects and other activities).</i></li> <li>11. <i>Checking and supervising the current state and assessing human resources management strategy.</i></li> <li>12. <i>Evaluation of outcomes associated with strategic human resources management.</i></li> </ol>	
<b>Recommended reading:</b>	
<p><i>Armstrong, M. (2002). Řízení lidských zdrojů. Praha: Grada Publishing.</i></p> <p><i>Hitt, M. A., Ireland, R.D., Hoskisson, R.E. (2014). Strategic Management. Competitiveness and Globalization - Concepts and Case. South-Western College Pub.</i></p> <p><i>Human Resource Management Review, Volume 2008-2015.</i></p> <p><i>Fotr, J., Vacík, E., Souček, I., Špaček, M., &amp; Hájek, S. (2012). Tvorba stratégie a strategické plánování. Praha: Grada Publishing.</i></p>	

Kim, W. CH (2015). *Blue Ocean Strategy, Expanded Edition: How to Create Uncontested Market Space and Make the Competition Irrelevant*. Harvard Business Review Press.

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

Lafley, A. G., Martin, R. G. (2013). *Playing to Win: How Strategy Really Works*. Harvard Business Review Press.

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

Porter, M. E., Kin, W. CH. (2011). *HBR's 10 Must Reads on Strategy (including featured article "What Is Strategy?" by Michael E. Porter)*. Harvard Business Review Press.

*The International Journal of Human Resource Management. Volume 2008-2015.*

Vojtovič, S. (2015). *Koncepcia riadenia ľudských zdrojov*. Trenčín: TnUAD.

Vojtovič, S. a kol. (2013). *Personálny manažment v organizácii*. Plzeň: Aleš Čeněk.

Vojtovič, S. (2011). *Koncepcie personálního řízení a řízení lidských zdrojů*. Praha: Grada Publishing.

**Language:** Slovak

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

**Evaluation history**

Total number of students assessed: 0

A	B	C	D	E	FX
A	b	C	d	e	f

**Lecturer:** Assoc. Prof. Mgr. Sergej Vojtovič, DrSc. – 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