

Human Resource Management Course

<i>Name of the subject:</i> Human Resource Management - BSc	<i>SUBJECT code:</i>	<i>Weekly hours:</i> 2 lecture+2 practical work	<i>Credit:</i> 8
<i>Subject leader:</i> Snežana Urošević	<i>Academic Degree:</i> <i>Associate Professor</i>	<i>Prerequisites:</i> Management, Sociology	

Purpose Acquiring knowledge in the field of strategic planning of human resource development with special emphasis on motivating and development functions of HRM in the company.

Course description: The main objective of this course is to introduce modern concepts, objectives and tasks of HRM and mastering of management methods and techniques that foster organizational success and motivation of the individual.

Case studies of HRM issues of human resource management that is in modern business conditions very relevant and important both from the standpoint of motivation and efficiency of employees, and from the standpoint of achieving optimal business results. Outline handles all aspects of human resources management mode of recruitment, selection, motivation, remuneration, promotion and continuing education of both employees and managers representing the relationship between employees and organizations carry out their functions in order to achieve system integrity and achieve the satisfaction of employees, and goals of the organization. Students will, through linking theory and practice to understand the essence of the importance of human resource management and their strategic aspect, and all connecting with their previously acquired knowledge in other subjects in the field of management.

Schedule

Weeks	Topics
1.	Definition of Human Resource Management
2.	Elements of human resources management
3.	The strategic management of human resources
4.	Human Resource Planning
5.	Recruiting of employees
6.	Selection of employees
7.	Motivation
8.	Theories of Motivation
9.	Strategies material rewards
10.	Unfunded strategies to motivate
11.	Education and innovation of knowledge of employees
12.	The development and career management
13.	The relationship of employer to employees
14.	Special topics of human resource management-stress, fluctuation and absenteeism

Final grade:

Colloquium 20 p, Exam 50 p, Seminar 10 p, Teaching 10 p, Exercises (Practical classes)

10 p, TOTAL 100 points

51-60 points - mark 6

61-70 points - mark 7

71-80 points - mark 8

81-90 points - mark 9

91-100 points - mark 10

Compulsory literature: Raymond A. Noe, John R. Hollenbeck, Barry M. Wright, Human Resource Management, Gaining a Competitive Advantage, MC Graw/Irwin, 2014. ISBN 13:9780078112768

Supplemental literature: Zorlu Senyucel, Managing the Human Resource in the 21st Century, Ventus Publishing ApS., 2009, ISBN 978 87 7681 4687