

Information sheet for the course

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: KMaREZ/ ManLZ2/2lz1dA/22	Course unit title: <i>Human resources management II</i>
<p>Type, scope and method of learning activities: <i>Weekly number of teaching hours in the form of lectures, seminars: full-time form 2/2;</i> <i>Teaching method: face to face / combined</i></p> <p><i>Weekly number of teaching hours in the form of lectures, seminars: part-time form 2/2;</i> <i>Teaching method: face to face / combined</i></p>	
Number of credits: 6	
Recommended semester/trimester of study: <i>2nd semester in the full-time form of study and 2nd semester in the part-time form of study within the Human Resources and Personnel Management study program</i>	
Degree of study: <i>II. (Master)</i>	
Course prerequisites:	
<p>Assessment methods: <i>A student may receive a maximum of 100 points in total, including 40 points for the preliminary assessment and 60 points for the final assessment.</i> <i>The preliminary assessment consists of:</i> <i>- for activities in full-time seminars (short reports of texts read for presentations at seminars) the student will receive a maximum of 40 and a minimum of 25 points.</i> <i>The final assessment consists of:</i> <i>- the remainder of a maximum of 60 and a minimum of 35 points will be obtained in an oral examination.</i> <i>Assessment:</i> <i>A from 100-93 points; B from 92-85 points; C from 84-76 points; D from 75-68 points; E from 67-60 points, Fx less than 60 points.</i></p>	
<p>Learning outcomes: <i>After completing the course, the student will gain theoretical knowledge of the technological, economic and social conditions of the emergence and development of the new economy and its factors of production. By completing the course, the student will acquire a comprehensive system of knowledge in the field of technological, social and economic development, which influenced the emergence and development of the concept of human capital. The student will understand the conditions and contexts that influenced the emergence and development of the concept of human resource management in the second half of the 20th century and correctly interpret their essence. The student will understand the nature and content of the concept of human resources at the social, organisational and personal levels, and will be able to specific methods and approaches for managing human resources in organisations. Understand the importance of of human capital for contemporary economic and social progress and the importance of developing research and the importance of research and development for economic and social development and the importance of science as a key area for the application of human capital. Recognises the role and importance of education at all levels of society's education system - from primary schools and all levels of higher education. At the same time, it understands the specificities of corporate the specificities of corporate education in organisations with innovative production. By</i></p>	

completing the course, the student will gain the following knowledge, skills and competences:

Theoretical knowledge:

- Describe standard management techniques in the process of people management, define evaluation and To define employee evaluation and motivation systems.
- Describe the career development of employees, forms and possibilities of further education.
- Specify forms of adult lifelong learning.
- Analyse the conditions and contexts influencing the patterns of development of the concept of human resources in the conditions of current labour market trends.
- Apply specific methods and approaches of human resource management in organisations corresponding to these conditions and contexts.
- Understand the economic and social patterns of the emergence and development of human resource management of human resource management;
- Has knowledge of the context and nature of the formation of the concept of human capital under the influence of technological, economic and social progress of society;
- Understands the role and importance of human capital in the development of society;
- Has knowledge of the laws of the formation and development of the concept of human resource management;

Practical skills:

- Ensure the integration of human resource management with the strategic needs of the organization through human resource management activities (philosophy, policy, programmes and management practices human resource policies and practices) and embedding them in the overall planning and evaluation process the organisation's assessment and evaluation process.
- Ensure continuous training of staff in response to identified needs of the organisation, in particular to develop training projects, plan and organise training planning, organising and documenting training courses.
- Manage the talent management process.
- Establish policies, processes and procedures for rewarding employees in relation to their contribution, competencies and value to the organisation; apply the principles of costing related employees; establish a payroll budget; control variances in personnel costs.
- Develop methodologies for controlling human resources; solve problems arising from the area of human resources management.
- Can analyse and evaluate the emergence and development of new phenomena and processes in human resources management resources;
- Solve problems arising in the field of human resources management;
- Present and solve problems related to the implementation of new approaches in human resource management to identify and develop and evaluate new approaches to the management of human resources under the influence of scientific and technological progress;

Competencies:

- Independence. Graduates demonstrate a high degree of independence in analysing and solving specific problems and projects, in planning and organizing work, obtaining and selecting and selection of employees, approach to the development and implementation of the organisation's education policy and controlling human resources.
- Innovativeness/creativity/conceptual thinking. Graduates have a creative and imaginative approach to work. They are able to observe, critically sort and independently implement the latest knowledge into practice. They have the ability to respond flexibly to unexpected situations and to use their improvisational skills, adaptability and flexibility in thinking. They are able to identify and develop individuals with high who create significant value for the organisation.
- Ability to specify appraisal and incentive systems in human resource management;

- Ability to explain the purpose, roles and functions of human resource management in implementation technological and social progress;
- Ability to accept adaptability and flexibility in human resource management;
- Ability to evaluate employees, define their strengths, weaknesses and potential for development;
- Ability to develop and evaluate plans for personal development, career development and training in human resources management.

Course contents:

1. Information technology and economic development in the late 20th century.
2. Social changes in society at the end of the 20th century.
3. The emergence and formation of the "new economy".
4. Changes in the roles of management in the new economy.
5. The concept of human capital in the new economy.
6. Science and education as structural components of the new economy.
7. The essence of the concept of human resource management.
8. Initial approaches in HRM.
9. HRM and HRM - common features and differences.
10. Employee relations, performance, motivation and remuneration in HRM.
11. Staff training and development in HRM.
12. Global trends in the employment of people and human resource management.

Recommended and required reading:

- Vojtovič, S.: *Koncepcia riadenia ľudských zdrojov*. Trenčín: TnUAD, 2015. ISBN 978-80-8075-694-9
- Vojtovič, S.: *Koncepcie personálního řízení a řízení lidských zdrojů*. Praha: Grada Publishing, 2011. ISBN 978-80-247-3948-9
- Tupá, M.: *Trendy a výzvy v řízení lidských zdrojov*. Trenčín: TnUAD, 2022. ISBN 978-80-8075-970-4
- Kislingerová, E. a kol. *Nová ekonomika*. Praha: C. H. Beck. 2011. ISBN 978-80-7400-403-2
- Armstrong, M. - Taylor, S. *Řízení lidských zdrojů: Moderní pojetí a postupy -13. Vydání*. Praha : Grada Publishing, a. s. 2015. ISBN 978-80-247-5258-7

Language: Slovak/English

Remarks:

The course is profile and compulsory.

Full-time study:

The student may obtain a maximum of 100 points overall and at least 60 points in total for all activities in 150 hours or more:

- lectures and seminars 24+24 = 48 hours min;
- regular weekly preparation for seminars with a short written report on the material (readings) = 37 hours min;
- exam preparation = 64 hours min,
- oral examination = 1 hrs.

Student contact workload: 49 hours,

non-contact: 101 hours

Total: 150 hours

External study:

Student may earn a maximum of 100 points overall and at least 60 points total for all activities in 150 hours or more:

- Lectures, seminars 10 + 10 = 20 hours min;
- independent work with literature and other materials = 63 hours min;
- preparation for the examination = 66 hours min,
- oral examination = 1 hrs.

*Student contact workload: 21 hours,
non-contact: 129 hours
Total: 150 hours*

Evaluation history:

Total number of evaluated students:

A	B	C	D	E	FX

Lecturers:

doc. Mgr. Sergej Vojtovič, DrSc., Ing. Magdaléna Tupá, PhD.

Last modification:

Approved by: Doc. PhDr. Zoltán Rózsa, PhD.