

Óbuda University Keleti Faculty of Business and Management

Code of the subject	Human Resource Management - GVXEM2ABNE						
Institute:	Institute of Enterprise Management				Credit:	3	
division:	Full-time		language:	English		Semester:	spring
technical:	Technical Management BSc						
Course owner:	Dr. Noémi Piricz			Teacher:	Dr. Noémi Piricz		
Prerequisites:	Basics of management						
Weekly / semester hours:	weekly	Course:	1	Classroom Practice:	2	Lab:	
						consultation:	
Requirement:	semester mark						
Condition of Signature:	<p>Active participation - Requirements on participation: It is mandatory to attend the labs required in the syllabus when scheduled on the timetable. The requirements of the Study and Exam Rules are applicable to missed lessons. (During a semester, one three labs can be missed). It is compulsory to actively take part in lessons. Participation is verified by means of an attendance sheet.</p>						
Grading:	<p>How marks are given? 1) Group presentation: max 40 points 2) One written paper: max 60 points (for passing min requirement: min 30 points) The calculation of marks: between 0-50 points: one (1) between 51-64 points: two (2) between 65-75 points: three (3) between 76-88 points: four (4) between 89-100 points: five (5)</p>						
Education purpose:	The aim of this course is to understand the role and meaning of HRM from a number of practical and theoretical perspectives that provides a complete resource for implementing HR in relation to the needs of the business as whole. All the key areas will be detailed, like essential HR functions, performance, rewards and motivations, employee engagement, HR policy.						
Mid-term requirements (task, thesis, essay, etc.):	<p>Team Presentation from field of HRM, topics are suggested by the tutor One written paper from the regarded topics 1) Group presentation on week 9: max 40 points 2) One written paper on week 13: max 60 points (for passing min requirement: min 30 points) Presentation cannot be fulfilled or repeated in exam period!</p>						
Week of Education (Consultation)	Topic (lecture)						
1.	The essence and concept of Human Resource Management (nature, aims and basics, theories and fields) Job/Labor						
3.	Carrier Fair, More info: https://hvgallasborze.hu/en/						
5.	Recruitment and selection, International management: expatriates, flexible works and disabled employment						
7.	Learning and development: talent management and career management, skills						
9.	Conflict management: negotiating, handling people problems						
11.	HRM in practice						
13.	New trends (generations' gap, online behavior, cultural differences, knowledge), Summary of the course						
Week of Education (Consultation)	Topic (practice)						
1.	The essence and concept of Human Resource Management (nature, aims and basics, theories and fields) Job/Labor						
2.	Strategic HRM (workforce planning, work, organizational and job design) People resourcing, HRM Information system						
3.	Organizational structure, Human capital management, Competency-based management						
4.	Recruitment and selection, methods and practices (self-management)						

5.	International management: expatriates, flexible works and disabled employment
6.	Reward management and performance: pay and benefits, motivation and employer branding, employee engagement
7.	Learning and development: talent management and career management, skills
8.	Conflict management: negotiating, handling people problems
9.	Group presentation
10.	SPRING HOLIDAY
11.	HRM in practice
12.	The ethical dimension of HRM, Corporate social responsibility
13.	Written paper
14.	Supplementary paper
Compulsory literature	
1	Armstrong, A. – Taylor S. (2016): Armstrong's Handbook of Human Resource Management Practice, Kogan Page
2	Learning material in Moodle
3	
Recommended literature	
1	Armstrong, M. (2016): Armstrong's Essential Human Resource Management Practice, Kogan Page
2	Price, A. (2015) Human Resource Management, Cengage
3	
The quality assurance methods of the object:	TÜV CERT EN ISO 9001:2000
Developed competences	
	analysing
	presentation skills
	teamwork
	conflict management
	leadership abilities
	decision making