



Syllabus

Term: 2025/26/2 **Subject name:** Human Resource Management **Subject code:** B19GMB03E

Unit (Unit code) Department of Leadership and Organizational Sciences (VSZI)

Lecturer responsible for the course: Dr. KISPÁL ZOLTÁN GÉZÁNÉ DR. VITAI Zsuzsa

Requirement: Exam

Classes per week : 2/2/0/0

Classes per term:

Purpose of education:

Human Resource Management is a critical function of every organization.

It is also the most expensive; approximately 50% of the organization's operating budget is for paying its employees. According to our textbook, HRM involves designing management systems to ensure human talent is used effectively and efficiently to accomplish organizational goals.

This module seeks to provide introductory knowledge of the efficient management of people at work by exploring a series of HRM issues. It shows students how HRM as a business function can contribute to an organization's competitiveness and productivity. The course takes a practical view; the core aim is to familiarize students with HRM practices that can be used immediately when they start to work.

HRM is everybody's business, so no matter what specialization the student will take, HRM will be useful as a tool to become a successful manager.

Contents:

1. **Introduction, Requirements. What is HR?** (3 February)

- *Grouping, referencing. Tutorial.*

1. **Equal Employment and Managing Diversity** (10 February)

- *Was it legal and fair? Tutorial*

1. **Recruiting High-Quality Talent** (17 February)

- *Will you come and work for us? Tutorial*

1. **Selecting Human Resources** (24 February)



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Contents:

- *Are you fit to work? Tutorial*
- 1. **Onboarding and Retention** (3 March)
- *Do you want to stay or leave? Tutorial*
- 1. **Training Human Resources** (10 March)
- *Why should we train at all? Tutorial*
- 1. **MIDTERM EXAM (17 March)**
- 2. **Performance Management and Appraisal** (24 March)
- *Are you good enough to work here? Tutorial*
- 1. **Total Rewards and Compensation** (31 March)
- *How much will you pay them? Tutorial*
- 1. **SPRING BREAK, NO CLASS! (7 April -12 April)**
- 2. **Variable Pay and Executive Compensation, Managing Employee Benefits** (14 April)
- *Is that leave legal? Tutorial*
- 1. **Strategic HR Management and Planning** (21 April)
- *Covid in a Logistic firm, Tutorial*
- 1. **Mental health** (28 April)
- *What are you doing in the workplace? Tutorial*
- 6 May Exam practice

System of examing and valuation:

Formative assessment:

Class participation:



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System of examing and valuation:

- Final HR company presentation: 20%
- Semester-long Tutorial Project work: 20%

Summative assessment:

Name of the element	Weight of the element in the assessment structure	Type of the element (coursework/exam)	Details of the element <ul style="list-style-type: none"> • in the case of exam: the type of the exam (midterm exam, final exam, etc.), length of the exam • in the case of coursework: the type of coursework (e.g., Individual vs. group work, assignment, presentation, etc.) 	Retake opportunities	Required to pass the course irrespectively of the performance in other assessment elements (yes/no)	Related CILO
Midterm exam	20%	Exam	Midterm exam	One	No	1,2,3,5
Final exam	40%	Exam	Final exam	One	Yes	All



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System of examining and valuation:

Bibliography:

Core Learning Materials:

- Mathis, R.L., Jackson, J.H.: Human Resource Management 17th edition Thomson South-Western

Bibliography:

Optional Learning Material:

- Any HRM book in the library published post-2020