



Human Resource Management

General data

Course code:	B18GMB03E
ECTS credits:	7
Type of the course:	Core course
Semester:	Second-year second semester Spring
Course restrictions:	<i>Organizational Behaviour module is advised to be completed before registering to this course.</i>
Course leader (with availabilities):	Julianna Németh Room B220 Email: nemethj@tkk.pte.hu
Further lecturer(s) (with availabilities):	Judit Potó Room B220 E-mail: poto.judit@tkk.pte.hu

1. Description and aims

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 people who work there. According to our textbook, HRM is to design management systems to ensure that 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 the main issues relating to HRM. It shows students how HRM as a business function can contribute to the competitiveness and productivity of an organization. The course takes a practical view; the core aim is to familiarize students with those 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.

2. Intended Learning Outcomes (ILOs)

Upon the successful completion of this course, students should be able to:

1. Developing an understanding of the strengths and weaknesses of various techniques, concepts, and theories of Human Resource Management (HRM). (PILO1)
2. Understand and apply the main HRM functions and their role in business value creation. (PILO2)
3. Learn how to apply ethical practices to diversity and inclusion (PILO1, PILO8)
4. Acquire specific HRM-related skills and obtain capabilities to apply them in the reality of business life. (PILO3, PILO4, PILO5, PILO6)
5. Enhance existing analytical and critical thinking skills to problems solving. (PILO1, PILO2, PILO3)
6. Improve team-building and collaborative working skills in the international environment. (PILO5, PILO6, PILO7)



3. Content, schedule

1. **Introduction, Requirements. What is HR?**
 - *Grouping, referencing. Tutorial.*
2. **The Legal Environment – USA and Europe and Managing Diversity, Equal Employment**
 - *Was it legal and fair? Tutorial*
3. **Workforce, Jobs, and Job Analysis**
 - *What are you doing in the workplace? Tutorial*
4. **Individual/Organization Relations and Retention**
 - *Do you want to stay or leave? Tutorial*
5. **Recruiting High-Quality Talent**
 - *Will you come and work for us? Tutorial*
6. **Selecting Human Resources**
 - *Are you fit to work? Tutorial*
7. **Training Human Resources**
 - *Why should we train at all? Tutorial*
8. **ELECTRONIC MIDTERM EXAM**
9. **Performance Management and Appraisal**
 - *Are you good enough to work here? Tutorial*
10. **Total Rewards and Compensation**
 - *How much will you pay them? Tutorial*
11. **Variable Pay and Executive Compensation, Managing Employee Benefits**
 - *Is that leave legal? Tutorial*
12. **SPRING BREAK, NO CLASS!**
13. **Strategic HR Management and Planning**
 - Q and A about the exam

14. READING WEEK! NO CLASS!

4. Learning and teaching strategy, methodology

We expect students to participate actively in classes. A seminar-like discussion highlights and explains concepts in the first part of the class. In the second part, students get practical exercises case studies to analyze and apply the concepts they heard before.

Students have to form teams in the first tutorial, and they will be assigned a company. Every week a study team prepares a presentation about the company based on the previous week's lecture. The presentation will be peer and lecturer evaluated. The other teams have to prepare a one-page summary of that particular topic in their company.

5. Assessment

Formative assessment:

Class participation:

- Presentations: 100 points 10%
- Summaries: 10*10 points = 100 points 10%
- Tutorials participation: 10 * 10 (5 for showing up + 5 for adding value) points = 100 points 10%

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 (multiple choice and essay)	One	Yes	1,2,3,5
Final exam	50%	Exam	Final exam (all essay)	One	Yes	All

6. Learning materials

Mathis, R.L., Jackson, J.H., Sean R. Valentine S.R., Meglich, P. (2017): Human Resource Management 15th Edition

Recommended: Rees, G., Smith, P.E. (editors)(2021): Strategic Human Resource Management An International Perspective 3rd edition SAGE

7. Further information

International aspects embedded with the course
All textbooks and material are either American or British. The used cases and exercises deal with international companies.
Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course
The second class about law explicitly discusses equal employment opportunity, diversity, and inclusion strategies at the workplace. There is a dedicated tutorial about this topic. All HRM topics include EEO concepts.
Connections to the world of practice of the course
Every year the students have to form groups and these groups are assigned to a large international or multinational company. The students have to do research about HRM practices



in the framework of these companies and they have to show how these companies' practices reflect textbook theories.