

<b>Code</b>	M17VFC07E	<b>ECTS Credit</b>	3	<b>HUN Credit</b>	
<b>Module Title:</b>	<b>STRATEGIC HUMAN RESOURCES DEVELOPMENT</b> <i>(Faculty of Business &amp; Economics)</i> <b>HUMAN RESOURCES MANAGEMENT</b> <i>(Faculty of Arts &amp; Humanities)</i>				
<b>Module Leader:</b>	<b>Dr. Zsófia Ásványi, PhD</b> Assistant Professor  Julianna Németh Assistant Lecturer	<b>Office Hours:</b>	Tuesdays 9.30 – 11.00  Wednesday: 14.30-16.00		
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<b>Short Description:</b>	Strategic Human Resources Development (SHRD) is one of the most important tool within the wide range of strategic human resources management functions of the organization to achieve its mission and strategic goals on the long run. SHRD should be viewed and treated therefore not merely as an administrative, but as a strategic function. Beyond the first, more theoretical discussions of the module, in the second part students are working on real-life business/HR challenges of Honsa Ltd. After understanding basic project requirements, groups of students are delivering strategic advice to Honsa Ltd in a form of a final presentation.				
<b>Sessions (weeks): 13</b>					
<b>Schedule is tentative and subject to change.</b>					
<b>1. Sept. 4.</b>	Intro				
<b>2. Sept. 11.</b>	Key Issues in Strategic Human Resources Management & HRD				
<b>3. Sept. 18.</b>	Recruitment & its relations to HRD				
<b>4. Sept. 25.</b>	Selection & its relations to HRD				
<b>5. Oct. 2.</b>	Downsizing & its relations to HRD				
<b>6. Oct. 9.</b>	Performance management & its relations to HRD				
<b>7. Oct. 16.</b>	<b>MIDTERM EXAM</b>				
<b>8. Oct 23.</b>	<i>Fall break</i>				
<b>9. Oct. 30.</b>	Honsa Project intro, team formation, project specification				
<b>10. Nov. 6.</b>	Honsa site visit (7630-Pécs, Üszögi str. 20), project finalization				
<b>11. Nov. 13.</b>	In-class project work and Q&A session with Honsa HR Manager				
<b>12. Nov. 20.</b>	In-class project work				
<b>13. Nov. 27.</b>	Conclusions, bonus session (plus: students' presentation on Employer Branding)				

<p><b>Rationale Including Aims:</b></p>	<ul style="list-style-type: none"> <li>• To make students understand the rationale of strategic HRD</li> <li>• To show national and international best practices related to the topic</li> <li>• To introduce how HRD may support business operations and employee motivation</li> <li>• To work with others within a team and offer strategic advice on business challenges.</li> </ul>
<p><b>Learning Outcomes: Knowledge</b></p>	<ul style="list-style-type: none"> <li>• <b>Discuss</b> the importance of strategic HRM in organizations</li> <li>• <b>Recognize</b> the difference between theory and practice of SHRD</li> <li>• <b>Describe</b> the HRM functions that support effective operation</li> <li>• <b>Demonstrate</b> the importance of employee motivation</li> <li>• <b>Prepare</b> professional group presentations in line with business strategy</li> </ul>
<p><b>Learning Outcomes: Skills</b></p>	<ul style="list-style-type: none"> <li>• <b>Analyze</b> possible HRM tools in favor of business situations.</li> <li>• <b>Articulate</b> possible HRM solutions to business challenges.</li> <li>• <b>Identify</b> and <b>assess</b> flexible HRM solutions.</li> <li>• <b>Use</b> best practices as an entrepreneur.</li> </ul>
<p><b>Teaching and Learning Strategies:</b></p>	<p>In each two-hour teaching session we will follow the next course methodology to achieve the desired objectives:</p> <ul style="list-style-type: none"> <li>• Presentation of the lecturer</li> <li>• Presentation of students on given topics in class</li> <li>• Project work delivered by Honsa Ltd.</li> </ul>
<p><b>Assessment Scheme:</b></p>	<p>Assessment is based on three performance criteria:</p> <ol style="list-style-type: none"> <li>1. <u>Mid-term test: 40%</u> (short essay questions)</li> <li>2. <u>Group presentations: 10%</u> Students' Presentations in groups about 1 chosen topic. Content requirements of presentations are discussed on the 1st consultation! <ul style="list-style-type: none"> <li>• Time frame: 15-20 minutes! Time limit must be kept!</li> <li>• Presentations without references are not accepted!</li> <li>• Group size: maximum 5 students!</li> </ul> </li> <li>3. <u>Honsa project work: 50%</u>: 25% in-class project work; 25% final presentation</li> </ol>
<p><b>Further on Assessment:</b></p>	<p>None</p>
<p><b>Core Learning Materials:</b></p>	<ul style="list-style-type: none"> <li>• Mathis, R. L., Jackson J. H., Valentine S. R., Meglich P. A.: Human Resource Management Cengage Learning, 2014.</li> <li>• Peter J. Dowling, Marion Festing, Allen D. Engle, Sr.: International Human Resource Management, Cengage Learning EMEA, 2008.</li> </ul>