

Information sheet for the course Human Resource Management in German

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>LZV50</i>	Course unit title: <i>Human Resource Management in German</i>
Type of course unit: <i>optional</i>	
Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face (prezenčná metóda)</i> <i>Seminar:</i>	
Number of credits: <i>3</i>	
Recommended semester: <i>3. semester 2. ročník</i>	
Degree of study: <i>II. (engineer, magister)</i>	
Course prerequisites: <i>none</i>	
Assesment methods: <i>During the semester, there will be two tests administered via e-learning for points each. A score of at least 55% from each test is required for successful passing of the course. Two absences at lectures are excused. In order to obtain a grade "A" it is necessary to achieve at least 80%, to obtain a grade "B" it is necessary to achieve at least 70%, to obtain a grade "C" it is necessary to achieve at least 65%, to obtain a grade "D" it is necessary to achieve at least 60% and to obtain a grade "E" it is necessary to achieve at least 55%. At the end of the semester during the examination period: exam. Final evaluation: Achieved average.</i>	
Learning outcomes of the course unit: <i>The student completing the course will gain a comprehensive system of knowledge of the theoretical, social and economic context of the emergence and development of personnel management and concept of human resources management. The student should know the nature and content of the concept of human resources at societal, organizational and individual level. The student should be able to explain the specific methods and approaches to human resource management in organizations. The student should understand the conditions and the context influencing patterns of development of the concept of human resources in terms of current labor market trends and in correspondence to these conditions apply appropriate approaches to the management of personal affairs and the development of people in organizations. After successful completion of the learning process the student should be ready to pursue further university studies.</i>	
Course contents: <ol style="list-style-type: none"><i>1. Historical context of personnel management origins.</i><i>2. The theory of human relations and its impact on the development of personnel management.</i><i>3. The historical context of forming phase of development of the concept of personnel management.</i><i>4. The historical context of forming phase of maturity of the concept of personnel management.</i><i>5. Economic context of formation and development of the concept of human resource management (HRM).</i><i>6. The theory of human capital and concepts of human resources management.</i><i>7. Changes in the roles of management and their impact on the emergence of the concept of HRM.</i><i>8. Features characteristic for the concept of human resource management.</i><i>9. Strategies, policies and practices in human resources management.</i><i>10. Education, staff development and career management in HRM.</i>	

11. *Performance management in the management of human resources.*
 12. *Employee relations in the management of human resources.*
 13. *Modern trends in human resources management.*

Recommended of required reading:

Strunz, H. – Vojtovič, S.: Personalmanagement aus historischer Perspektive. Mercur Verlag, Wien/Berlin 2012

Masárová, T. – Vojtovič, S. – Strunz, H.: Personalmanagement in bewegten Zeiten. M&S Verlag, Wien/Berlin 2012

Strunz, H. – Vojtovič, S.: Marketing & Sales Management. M&S Verlag, OHG-Plauen 2012

Gläß, M. – Karbach, R. – Sadowski, R. – Strunz, H.: Was heißt und zu welchem Ende studiert man ... Management? M&S Verlag, OHG-Plauen 2010

Bartscher, T. – Stöckl, J. – Träger, T.: Personalmanagement. Grundlagen, Handlungsfelder, Praxis. Parson Deutschland GmbH, München 2012

Language: *German*

Remarks:

The course is offered in the winter semester of the second year of full-time graduate studies and in the winter semester of the second year of external graduate studies. This course is elective.

Evaluation history:

A	B	C	D	E	FX
42.86	42.86	14.29	0.0	0.0	0.0

Lectures:

prof. Ing. Mag. Dr. Herbert Strunz

Last modification: *29.05.2014*

Supervisor: *doc. Mgr. Sergej Vojtovič, DrSc.*