

Course title: STRATEGIC HUMAN RESOURCES MANAGEMENT

Lecturers	Full Prof. Marina Klačmer Čalopa, Ph.D. Full Prof. Violeta Vidaček-Hainš, Ph.D. Ivana Đunđek Kokotec, Ph.D. Karolina Kokot, M.Econ.
Language of instruction	Croatian and English
Study level	Master
Study programme	Economics of Entrepreneurship
Semester	3 rd (winter)
ECTS	4
Goal	The goal of the course is acquisition of knowledge and developing the skills for human resources management at business organizations. The understanding of strategic importance of human resources management (HRM) and management of human resources in reaching the privileges in competitive business environment tried to be developed. The goal is to present contemporary methods and techniques from this area as well as basic theories and results of resources.
General and specific learning outcomes	<p>Learning outcomes / Level of the Study program</p> <ol style="list-style-type: none"> 1. Participation in creating effective strategies of HRM in contemporary business organizations in different cultural contexts 2. Identify and explain different approaches in HRM, depending on type of industry type of business organization 3. Research, collect and evaluate information form different scientific and professional sources to developing the new approaches in entrepreneurship and business in general. <p>Learning outcomes / Level of the Course</p> <ol style="list-style-type: none"> 1. Analyzing strategic opportunities and explained the factors in decision making process in HRM 2. Understanding the different concepts of strategic management in process of HRM 3. Acquisition the competences for understanding the importance of HRM 4. Reaching the skills and knowledge in HRM 5. Identifying and solving practical problems in developing the HRM 6. Suggesting methods for improving the related changes in HRM 7. Describing goals, processes and roll of HRM in business organization
Content	<ol style="list-style-type: none"> 1. Human resources management (2 hours) – Introduction to the course goals and purpose of the course, literature and students obligations. Term definitions. Comparison with similar terms. Approach to the HRM in the history - Croatia and the world. The importance of HRM. The role of HRM. Reengineering functions of human resources management. Main process and functions in HRM. The environmental influence at HRM.

	<p>2. Strategic human resources management (SHRM) (2 hours) – Characteristics of SHRM. Developing and strategic aspects of resources management. Development of HRM in the context of Croatian entrepreneurs. Relationship between strategy and human resources. Human resources management plan. Goals and strategies of HRM. Activities of HRM. Strategic options in HRM. Management of human resources and company's lifecycle.</p> <p>3. Company's perspective of HRM (2 hours) – Human resources management from the perspective of small, medium and large companies. Specifics of HRM in small and medium companies. Position of HRM's function. Institutionalization of function - the influence of organizational factors at HRM. Differences in management. HRM in manufacturing. Using information and communication technology in HRM.</p> <p>4. Analyzing and business estimates (2 hours) – Methods of workplaces selections. Occupational psychology – goals, methods and applying in contemporary business organizations. Scheduling jobs and workplaces. Estimating conditions and demands for working places. Working places with specific demands and conditions.</p> <p>5. Methods and techniques of professional selection (2 hours) - Methods and techniques of professional selection related to the working places. Process of attracting human resources. Prediction needs for human resources. Crops pyramid of human resources. General strategies for human resources acquisitions. Internal and external sources of finding human resources. Non conventional methods of professional selections. Methods of professional selections of managers.</p> <p>6. Employees motivation and rewording (2 hours) – Follow up activities for employee's efficacy. Encouraging creativity at workplaces. Strategies of financial rewording system and other types of rewording. Compensation and HRM. Strategies and policies of compensation. Predictors and criteria in working performance. Relations between human resources and Trade Union in process of satisfaction employees needs. Manager's contracts.</p> <p>7. Follow up process for employment's work quality (2 hours) – Evaluation's methods and techniques. Estimates of employ's work's results. Types of estimates scales. System of ranking. Methodological problems in using different techniques for estimates. Basic subjective mistakes in estimates. Factors of career development. Characteristics of employees that bosses (managers) demands. Discovering management's potentials.</p> <p>8. Employees education (2 hours) – Policies and types of education. Development of managers and career. Creating an effective learning environment. Lifelong learning process. Methodic of learning and learning techniques. Opportunities for widening participation. Career developing. Balance between individual and organizational needs. Promotion.</p> <p>9. Stress and effective stress management (2 hours) – Basic skills at stress management process. Understanding the stressors. Stress and working environment. Decreasing the level of stress. Management of personal and professional life. Fluctuation and absence. Factors of work's tire. Burn up syndrome.</p>
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Exercises	Regular monitoring students at lectures and seminars, estimates of their seminar works and critical papers, testing thought semester (3 colloquiums).
Realization and examination	Using the system for e-learning in monitoring the efficacy of student's work. At the end of semester the final evaluation of teaching process and teachers will be done. Students will be able to comment the content and methods of teaching as well as literature for this course. Teachers will use the evaluation forms for improving their teaching process. The Universities student's survey will be used.
Related courses	
Literature	Mondy, R. (2008). Human resource management, 10th ed. New Jersey: Pearson Prentice Hall