

	<b>Subject title: HUMAN RESOURCE MANAGEMENT</b>			
<b>Subject code:</b>	<b>Subject Status:</b>	<b>Semester:</b>	<b>Credit value:</b>	<b>Teaching load:</b>
MBS/M09	Compulsory	III	6	2L+3T

<b>Study programme:</b> Academic Undergraduate Studies: Marketing
<b>Responsible Staff:</b> Assistant Professor Mladen Perazić, PhD; Teaching Assistant: Milica Kovačević, MSc
<b>Pre-requisite:</b> Nil
<b>Mode of study</b> Lectures, tutorials, case studies, seminar papers&presentation, interactive discussion, creative workshop, consultations
<b>Assessment:</b> Mid-term test I – 20 points Mid-term test II – 20 points Final exam – 50 points Attendance, Homework, Seminar paper – 10 points
<b>Objectives:</b> Students will be able to analyse and evaluate the role and importance of the activities of human resource management from the perspective of the organization, to propose appropriate changes in human resource management, to apply specific techniques and job analysis to propose and select the methods of recruitment and selection of candidates to propose the employee training programmes and to create an effective system of monitoring, rewarding and motivating employees.

## **SYLLABUS:**

- Introduction to Human Resource Management;
- Human resource management and human behaviour in the organization, Activities of the human resource management, Design of jobs and tasks, Analysis of jobs and tasks;
- Human resource planning, Recruitment candidates;
- Recruitment of staff, Concept and importance of selection, Selection methods, Specific methods of selection and Job selection;
- Employee development and Career planning;
- Performance evaluation of employees;
- Compensation, rewards and benefits;
- Health and safety of employees;
- Human resource management in the organization;
- Research in the field of human resources and the application of information systems.

## READING LIST AND REFERENCES:

- John Bratton and Jeffrey Gold: *Human Resources Management: Theory and Practice*, First published in North America 2000 by Lawrence Erlbaum Associates, Inc. 10 Industrial Avenue Mahwah, New Jersey 07430
- Zorlu Seneyucel: *Managing in Human Resources in 21<sup>st</sup> Century*, 2009
- J. Coyle-Shapiro, K. Hoque, I. Kessler, A. Pepper, R. Richardson and L. Walker: *Human Resource Management*, 2013