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| Course: | | *Human resource management* | | | | | | | | |
| Course id: 3MAE1I08 | |
| Number of ECTS: 6 | |
| Teacher: | | Danica V. Bošnjak i Vesna O. Rodić | | | | | | | | |
| Course status | | Elective | | | | | | | | |
| Number of active teaching classes (weekly) | | | | | | | | | | |
| Lectures: 2 | | Tutorials: 2 | | | Other teaching types: | | Study research work: | | Other classes: | |
| Precondition courses | | None | | | | | | | | |
| 1. Educational goal   The aim of this course is to develop students’ awareness (about variability of the environment, the importance of human resources in modern conditions and the necessity of changes in human resource management), knowledge in this field and capabilities, *i.e.* skills necessary for applying the acquired knowledge in practice. | | | | | | | | | | |
| 1. Educational outcomes   Students who pass this course are aware of the importance of human resources, they know that the key to business success lies not only in the employees’ potential, but also in their adequate engagement and care about them; in this way students are capable of becoming a part of a team and/or leading a team, contributing not only to increasing competitiveness of their company, but also to humanisation of working conditions. | | | | | | | | | | |
| 1. Course content   *Theoretical Instruction*  Introduction; Human resource management in the global environment; Specifics of human resource management in agriculture; Strategic aspects of organisation; Fundamentals of the organisation process; Forms of organisational structure; Organisational culture; Business communication (importance and objectives, elements of successful communication, ability to make a presentation, introductions, negotiations, interviewing, business meetings); Work efficiency management; Teamwork (importance and necessity of teamwork, types of teams, selection of members and leaders of a team, interpersonal relations, team efficiency, ensuring the active participation); Leadership (leadership and management, hierarchy, characteristics of leaders, leadership styles, decision making); Motivation (understanding human needs, performance appraisal, incentives, benefits); Working atmosphere (treatment of employees, formal and informal information, interpersonal relations, enforcing work discipline); Health, safety and (physical and emotional) well-being of employees; Complaints and discipline; Legislation in the field of labour.  *Practical Instruction*  Tutorials are conducted through (team) seminar work and active participation of students in discussions on selected topics. Topics are tailored to students’ interests and deal with the current issues in this field. | | | | | | | | | | |
| 1. Teaching methods   Traditional lectures (based on Power Point presentations), seminar papers, discussion groups, consultations, individual tutorial work with students. | | | | | | | | | | |
| Knowledge evaluation (maximum 100 points) | | | | | | | | | | |
| Pre-examination obligations | | | Mandatory | Points | | Final exam | | Mandatory | | Points |
| Lecture attendance | | | Yes/No | 5 | | *Written exam* | | Yes | | 50 |
| *Oral exam* | |  | | 10 |
| Practical work | | | Yes/No | 5 | |  | | | | |
| Seminar paper | | | Yes/No | 30 | |
| Literature | | | | | | | | | | |
| Ord. | Author | | Title | | | Publisher | | | | Year |
|  | Torington, D, Hal, L., Tejlor, S. | | Menadžment ljudskih resursa | | | Datastatus, Beograd | | | | 2004 |
|  | Desler, DŽ. | | Osnovi menadžmenta ljudskih resursa | | | Data status, Beograd | | | | 2007 |
|  | Price, A. | | Human Resource Management in a Business Context, 3rd Ed. | | | Thomson | | | | 2007 |
|  | Jovanović-Božinov, M., Kulić, Ž., Cvetkovski, T. | | Menadžment ljudskih resursa | | | Megatrend univerzitet, Bg | | | | 2004 |
|  | Noe, R., Hollenbek, D., Gerhat, B. | | Menadžment ljudskih potencijala | | | MATE, Beograd | | | | 2006 |
|  | Northaus, P. | | Liderstvo – teorija i praksa | | | Datastatus, Beograd | | | | 2008 |
|  | Baldwin, T., Bommer, W., Rubin, R. (2008): | | Developing Management Skills | | | McGraw-Hill International Edition | | | | 2008 |
|  | Mondey, W. | | Human resource management, 10th Edition | | | Pearson International Edition | | | | 2008 |