



COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
Human Resource Management	

Lecturer(s)	Department(s) where the course unit (module) is delivered
Coordinator: Renata Korsakienė	Faculty of Economics and Business Administration
Other(s):	

Study cycle	Type of the course unit (module)
First cycle	Compulsory / Elective

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Lectures	Spring semesters	English

Requirements for students	
Prerequisites: General management courses	Additional requirements (if any):

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5 (ECTS)	130 val.	48 val.	82 val.

Purpose of the course unit (module): programme competences to be developed

- students will be able to understand the theoretical knowledge system of personnel management that enables the analysis of personnel management in the organization;
- students will be able to formulate human resource problems and find solutions;
- students will be able to empirically justify the theories of personnel management

Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
Provided knowledge: - students are provided with the knowledge and systematic approach to personnel management; - students are provided with the knowledge how to analyse personnel management principles and processes by using personnel management methods. Developed skills: - the abilities to conduct personnel management analysis in the organization; - the abilities to formulate personnel management issues and find appropriate solutions; - the abilities to make independent decisions in the context of market.	Discussions, case studies, analysis of scientific literature and other sources, problem-solving, and simulations	Presentation of group work in written and oral form, group 's assessment, problem-based questions, tasks in written form; tasks in oral form, mid-term and final exams: multiple choice and open-ended questions.

Content: breakdown of the topics	Contact hours								Self-study work: time and assignments	
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work placement	E-learning	Contact hours	Self-study hours	Assignments
Introduction to Personnel Management course. Aim of the course, course structure and place in the syllabus. The requirements for students and work schedule.	1						1			Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 2-7
Strategic human resource management. Key concepts of personnel management. Transformations of personnel management and human resource management concepts. The relationship between personnel management and organizational performance. Personnel management policy and its implementation.	4						4	4		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 7-14; 294-307
Analysing works and designing jobs. Personnel management in the organization. The system and content of personnel management.	4						4	3		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 20-36
Planning the demand of personnel. The benefits of planning. Traditional and modern planning model. Planning stages and methods.	2						2	5		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 20-36
Personnel recruitment. The concept and objectives of personnel recruitment. The recruitment process and impacting factors. The main methods and sources of personnel recruitment.	2		2				4	5		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 43-55
Personnel selection. The process of selection and the main stages. Selection methods and effectiveness of their application.	3		2				5	10		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 61-80
Recruitment, transfer and termination of contract. Work discrimination.	2		2				4	10		Human Resource Management : A Dynamic Approach

										Cover Author: Joseph M.Putti Date: 2015 eBook p. 81-83
Adaptation of personnel. The concept and objectives of adaptation. The stages and main methods of adaptation. Management of adaptation process in organization.	2		2				4	5		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 90-92
Training and development of personnel. The content and objectives of personnel development system. Strategies and methods of development.	2		2				4	10		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 93-128
Personnel appraisal and management of competences. The place of competences planning in personnel management, modelling of competences and appraisal methods.	2		2				4	10		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 135-157
Career planning and management of personnel. The concept and theories of career. Individual and organizational career planning.	2		2				4	10		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 164-178
Reward and performance management of personnel. motivation. Efficiency of motivation system and performance management in organization.	4		2				6	10		Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 184-205;248-267
International human resource management	2						2			Human Resource Management : A Dynamic Approach Cover Author: Joseph M.Putti Date: 2015 eBook p. 313-330
Total	32		16				48	82		

Assessment strategy	Weight,%	Deadline	Assessment criteria
Individual participation in case discussions; Simulations of interviews;	Individual participation in case discussions 10%;	During the semester	Group work in written form and presentation (3 points) and

Group work (practical task) in written and oral form; Exam (theoretical part)	Simulations of interviews: 10% Group work presentation in oral and written form: 30%		Individual participation in case discussion (1 point) And Simulation of interviews (group work) (1 point)
	Mid-term exam and final exam: 50%	Final exam during the exam session	10 open-ended and multiple-choice questions (1 point for each question).

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
Compulsory reading				
Trost Armin.	2020.	Human Resources Strategies: Subtitle Balancing Stability and Agility in Times of Digitization.		Publisher: Springer International Publishing.
Joseph M.Putti	2015.	Human Resource Management : A Dynamic Approach,		Trinity press e-book
Lepak, D. and Gowan, M.	2020.	Human resource management: managing employees for competitive advantage. Second edition.		United States of America: Chicago Business Press.
Optional reading				
			Human Resource Management Journal. Wiley https://onlinelibrary.wiley.com/journal/17488583	
Paleri, P.	2018.	Human Investment Management: Raise the Level by Capitalising Human.		Verlag:Springer Singapore Springer e-books.
Effron, Marc; Ort, Miriam	2018.	One Page Talent Management, with a New Introduction: Eliminating Complexity, Adding Value.		La Vergne: Harvard Business Review Press. Ebsco e-book.
Charan, Ram; Barton, Dominic; Carey, Dennis C	2018.	Talent Wins: The New Playbook for Putting People First.		Boston, Massachusetts: Harvard Business Review Press. Ebsco e-book.