DOCTORAL STUDIES COURSE UNIT DESCRIPTION

Course title	Field of Science (branch) code	Faculty	Department
Human Resource Management Theories	Management S 003	Faculty of Economics and Business Administration Kaunas Faculty	FEBA Management Department KnF Institute of Social Sciences and Applied Informatics

Study type	ECTS	Study type	ECTS
lectures		consultations	1
individual	6	seminars	

Course summary

Course aim, summary

The aim of the course: to examine the essential human resource management theories and their application possibilities in organizations. The content of the course helps accumulate and systemize human resource management knowledge, educate analytical and abstract thinking abilities.

The course aims at educating the comprehensive knowledge of modern human resource management, abilities to analyze, and anticipate the influence of human resource management decisions on the organization and its environment, to conduct research in the area of human resource management.

Content (topics)

1. Transformation of the concept of human resource management and attitude towards an employee.
"Closed system — rationality factor" period (1890-1930). "Closed system —human factor" period (1930-1960). "Open system – rationality factor" period (1960-1970). "Open system – human factor" period (1970-1990). "Dynamic relationships" period (1990-2000). "Virtual relationships" period (2000 – now).

2. Theories and methods of attracting human resources to an organization. Human resource planning, search, selection.
3. Theories of the human resource development in an organization. Human resource adaptation and socialization. Employee training and development. Leaders' development. Mentoring and coaching. Performance and remuneration management. Employee involvement and commitment. Talent management.
4. Labor relationship management. Labour code and the role of HRM. Ethics in organizations. Equality and diversity management. Prevention of discrimination.
5. International human resource management. IHRM concept, structure, and strategic aspects. HRM and multicultural environment. International human resource attraction and development aspects. International career and its strategies. Global leaders.
6. Trends in human resource management. Competence management-focused HRM. The concept of green HRM. Employee wellbeing-focused HRM. Digitalization and HRM. Work-life balance.
7. Human resource management monitoring. HRM performance effectiveness evaluation and performance indicators.

Assessment:
Examination (70%) and paper (30 %) on topics of human resource management theories and their application based on the new relevant scientific publicaitons. A paper shall include student's summary and insights regarding the analyzed topic. The scope of a paper: 15 - 20 pages (Times New Roman 12 pt., 1,5 line spacing).

Compulsory literature

1. Beardwell J.; Thompson A. (2017). Human Resources Management. Eighth edition. *Edinburgh. Pearson Education Limited. Online*
2. Redman T.; Wilkinson A. (2013). Contemporary Human Resources Management. Fourth edition. *Edinburgh. Pearson Education Limited. Online*

3.	Human resource management practices. Assessing added value. (2015). Editors Anderson M., Nowak C. Springer. *Online*
4.	Dowling, P. J.; Festing, M. & ENGLE, A. D., Sr. (2013) International human resource management. Hampshire: CENGAGE, Learning, 364 p. ISBN 978-14080-3209-1
5.	Zheng, C. (2016) International Human Resource Management: Trends, Practices and Future Directions. Hauppauge, New York: Nova Science Publishers, Inc., 227 p. ISBN 9781634850162.(E-knygaVUbiblioteka,http://web.b.ebscohost.com/ehost/ebookviewer/ebook/bmxlYmtfXzEzNTA1NzVf X0FO0?sid=2f1c5347-e2cf-4956-acac-0e99508f3ed5@pdc-v-sessmgr01&vid=0&format=EB&rid=1 ,

Name, surname of the consulting lecturers	Scientific title, degree	The most significant works in the field of science (branch) published during the last 5 years
Danuta Diskienė	Prof. (HP) dr.	1. Paulienė, R.; Diskienė, D.; Matuzevičiūtė, E. (2019). Complex approach on multicultural teams management & leadership // Journal of educational and social research. De Gruyter Poland. ISSN 2239-978X. eISSN 2240-0524. 2019, vol 9, no 2, p. 8-16. DOI: 10.2478/jesr-2019-0008. Scopus 2. Diskienė, D., Paulienė, R., Ramanauskaitė D. (2019). Relationships between Leadership Competencies and Employees' Motivation, Initiative and Interest to Work. *Montenegrin Journal of Economics* Vol. 15, No. 1 (2019), p. 113-129 3. Diskienė, D., Paulienė, R. (2018). LEADERSHIP AS AN IDENTITY CREATION IN THE NEW LEADERSHIP PARADIGM. *JOURNAL OF SECURITY AND SUSTAINABILITY ISSUES.* ISSN 2029-7025.p. 741 – 752. Scopus. 4. Stankevičienė, A.; Diskienė, D.; Tamaševičius, V.; Korsakienė, R. (2017). Attitudes of Managers towards the Role of HR Departments in Organizational Performance: Evidence from Lithuania. *Transformations in Business & Economics,* Vol. 16, No 3(42), p.258 -275. ISSN: 1648-4460. ISI Journal. 5. Diskienė, D.; Stankevičienė, A.; Jurgaitytė, N. (2017). Challenges for the human resource department: the case of Millennials in the workplace. ECMLG 2017 proceedings of the 13th European conference on *Management, Leadership and Governance*, p. 67 – 77, 11 – 12 December. University of London, UK. Thomson Reuters ISI Web of Science. 6. Diskienė, D.; Jaškevičiūtė, V. (2017). Y kartos požiūris į vyrų ir moterų vadovavimą organizacijose. *Informacijos mokslai*, Vilniaus universitetas. Vilnius: Vilniaus universiteto leidykla. ISSN 1392-0561. t.77, p. 90 -105. 7. Diskienė D., Korsakienė R., Česynienė R., Drūteikienė G., Smaliukienė R., Stankevičienė A. 2015. *Verslininkų vadybinis potencialas ir smulkaus ir vidutinio verslo įmonių internacionalizacija*. Kolektyvinė monografija. Vilnius: Vilniaus universiteto leidykla.p.376. 8. Korsakienė R., Diskienė D. (2015). Do Competencies of Entrepreneurs and Managers

		Influence Internationalization Processes? Investigation of Lithuanian SMEs. ECIE 2015 proceedings 10th European conference on *Innovation and Entrepreneurship*, p. 384-391, 17-18 September. University of Genoa, Italy. 9. Korsakienė R., Diskienė D. (2015). Personality Traits of Managers and Success of Firms: A Case of Lithuanian SMEs. ECMLG 2015 proceedings of the 11th European conference on *Management Leadership and Governance*, p. 194-200, 12-13 November. Military Academy. Lisbon, Portugal. 10. Diskienė, D.; Stankevičienė, A.; Korsakienė, R. (2014). Mažų ir vidutinių įmonių vadovų kompetencijos: teoriniai ir praktiniai aspektai . Verslo ir teisės aktualijos = Current issues of business and law. Vilnius : Tarptautinė teisės ir verslo aukštoji mokykla. ISSN 1822-9530., Nr. 9, p. 51-69. 11. Diskienė, D.; Tamoševičienė, K. (2014). Pedagogų organizacinio įsipareigojimo, pasitenkinimo darbu ir įsitraukimo į darbą sąsajos. *Informacijos mokslai*, ISSN 1392-0561. t.69, p. 89 -102 12. Diska, V., Diskienė, D.,Marčinskas A. (2014). Lietuvos verslo įmonių aukščiausio lygio vadovų komandų pajėgumo tyrimas. *Organizacijų vadyba: sisteminiai tyrimai*, No. 69, p.19-35. ISSN 1392-1142. 1.
Ingrida Šarkiūnaitė	Doc. dr.	1. 2. ŠARKIŪNAITĖ, Ingrida; MIKALAUSKIENĖ, Asta ir kt. 2018. Social Aspect of Sustainable Development: Issues of Poverty and Food, Montenegrin Journal of Economics, 01 June, Vol.14(2), p. 59-78. ISSN 1800-5845 3. ŠARKIŪNAITĖ, Ingrida. 2018. Motivational Incentives of Civil Servants in Lithuanian Municipalities. Viešoji politika ir administravimas. Vol.17, (3), p. 344-370. ISSN 1648–2603 4. ŠARKIŪNAITĖ, Ingrida. 2016 Ekspatrianto karjerai reikalingų įgūdžių formavimas studijų metu. Žmogiškųjų išteklių valdymo aktualijos: mokslinių straipsnių rinkinys: elektroninis išteklius/Vilniaus universitetas. Kauno humanitarinis fakultetas. Kaunas: Vilniaus universitetas, p. 52-61. 5. ŠARKIŪNAITĖ, Ingrida; ROČKĖ, Dovilė. 2015. The expatriate experience: the factors of international assignment success//Transformations in business and economics / Vilnius University. Kaunas Faculty of Humanities, Brno University of Technology. Faculty of Business and Management, University of Latvia. Faculty of Management and Economics. Vilnius : Vilniaus universiteto leidykla. ISSN 1648-4460. Vol. 14, No 1(34)

		6. ŠARKIŪNAITĖ, Ingrida; BARTKUTĖ, Rasa; Jasinskas, Edmundas; Dilys, Mantas; Jurgelėnas, Saulius. 2012. Link between social capital and quality of life // Transformations in business and economics / Vilnius University. Kaunas Faculty of Humanities, Brno University of Technology. Faculty of Business and Management, University of Latvia. Faculty of Management and Economics. Vilnius: Vilniaus universiteto leidykla. ISSN 1648-4460. 2012, vol. 11, no. 1, p. 139- 153. [Science Citation Index Expanded (Web of Science); Social Sciences Citation Index (Thompson ISI).; IBSS.; Econlit.; e-JEL.]. 7. BANKAUSKAITĖ-SEREIKIENĖ, Gabija; ŠARKIŪNAITĖ, Ingrida. 2012.Students' attitudes towards development of oral communicative competence // Rural Environment. Education. Personality (REEP): proceedings of the 5th international scientific conference, March 21-22, Jelgava. Jelgava : Jelgava printing house. ISSN 2255-808X. 2012, No. 5, p. 96-104.
Asta Stankevičienė	Doc. dr.	1. Stankevičienė, A.; Diskienė, D.; Tamaševičius V.; Korsakienė, R. 2017. *Attitudes of Managers towards the Role of HR Departments in Organizational Performance: Evidence from Lithuania. Transformations in Business & Economics,* 1 (31): 258-273. 2. Jurgaitytė, N.; Diskienė, D.; Stankevičienė, A. 2017. Challenges for Human Resource Department: The Case of Millennials in the Workplace. *13th European Conference on Management Leadership and Governance 2017 m. gruodžio 11 – 12 d. d. London, Didžioji Britanija,* p. 67-77..Česynienė, 3. Stankevičienė, A.; Gerikienė, V.; Jurgaitytė, N. 2016. Y ir Z kartų darbuotojų atlygio lūkesčiai informacinės visuomenės kontekste. *Informacijos mokslai*, 74: p. 7-24. 4. Diskienė D., Korsakienė R., Česynienė R., Drūteikienė G., Smaliukienė R., Stankevičienė A. 2015. *Verslininkų vadybinis potencialas ir smulkaus ir vidutinio verslo įmonių internacionalizacija*. Kolektyvinė monografija. Vilnius: Vilniaus universiteto leidykla.p.376. 5. Korsakienė, R.; Stankevičienė, A.; Šimelytė, A.; Talačkienė, M. 2015. Factors driving turnover and retention of information technology professionals. *Journal of business economics and management,* 16 (1): 1-17. 6. Česynienė, Rima; Stankevičienė, Asta; Jurgaitytė, Neringa. 2015. Žmogiškųjų išteklių padalinys informacinės visuomenės kontekste. *Informacijos mokslai*, 71:84-96. 7. Stankevičienė, Asta; Šarupičiūtė, Julija 2014. Personalo padalinio vieta Lietuvos privataus ir viešojo sektoriaus organizacijose. *Verslas: teorija ir praktika* 15 (1): 93-102.

		8. Česynienė, R; Stankevičienė, A.; Česynas, R. 2014. Human resource department strategic role in Lithuanian enterprises. Business and management 2014: 8th International Scientific Conference, May 15-16, 2014, Vilnius, Lithuania: selected papers. Vol. I. p. 19-26. 9. Česynienė, R.; Marčinskas, A.; Stankevičienė, A. 2014. Žmogiškųjų išteklių tarnybos žinių ekonomikos iššūkių kontekste. *Informacijos mokslai*, 67: 26-42. 10. Marčinskas, A; Stankevičienė, A.; Lukoševičius, R. 2014. Viešojo sektoriaus organizacijų personalo tarnybų potencialas. *Viešasis administravimas,* 1: 32-41. 11. Diskienė, Danuta; Stankevičienė, Asta; Korsakienė, Renata. 2014. Mažų ir vidutinių įmonių vadovų kompetencijos: teoriniai ir praktiniai aspektai. *Verslo ir teisės aktualijos*, 9: 51-71. 12. Česynienė Rima; Diskienė, Danuta; Stankevičienė, Asta. 2013. Labour market trends and their impact on human resource management in Lithuanian companies. *Ekonomika* 92 (3): 123-140.

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