



SUBJECT DATASHEET

HUMAN RESOURCE MANAGEMENT

BMEGT52M704

I. SUBJECT DESCRIPTION

1. SUBJECT DATA

Subject name

HUMAN RESOURCE MANAGEMENT

ID (subject code)

BMEGT52M704

Type of subject

contact lessons

Course types and lessons

<i>Type</i>	<i>Lessons</i>
Lecture	1
Practice	0
Laboratory	0

Type of assessment

exam

Number of credits

3

Subject Coordinator

<i>Name</i>	<i>Position</i>	<i>Contact details</i>
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Educational organisational unit for the subject

Department of Ergonomics and Psychology

Subject website

<https://edu.gtk.bme.hu>

Language of the subject

magyar, angol – HU, EN

Curricular role of the subject, recommended number of terms

Direct prerequisites

Strong None

Weak None

Parallel None

Exclusion None

Validity of the Subject Description

Approved by the Faculty Board of Faculty of Economic and Social Sciences, Decree No: 580269/9/2025 registration number. Valid from: 26.03.2025.

2. OBJECTIVES AND LEARNING OUTCOMES

Objectives

The objective of the course is to acquaint students with the “classic” HR processes, and to make the students, as employees, competent to formulate their HR needs and, where appropriate, to plan various HR processes together with HR staff.

Academic results

Knowledge

1. They know the conceptual framework, the most important contexts, and theories related to HR process-es.

Skills

1. They can understand the typical literature on HR-related topics and is able to search for literature sources independently.
2. They are able to communicate in a professionally adequate manner, orally and in writing in various areas of HR.

Attitude

1. They are open to expanding knowledge related to their field.
2. They are open and motivated to apply the acquired knowledge.
3. They collaborate with the lecturer and fellow students to expand knowledge.
4. They are open to the use of information technology tools used in the course.

Independence and responsibility

1. They expect and utilize new knowledge.
2. They actively participate in the process of acquiring knowledge.
3. They perform individual and team tasks responsibly and in autonomous ways.
4. They collaborate with fellow students during team work.
5. They apply systems approach in their thinking.

Teaching methodology

Lectures, oral and written communication, use of IT tools and techniques.

Materials supporting learning

- Vitay Zsuzsanna (szerk.) Poór József, Bóday Pál (2010). Trendek és tendenciák a kelet-európai emberi erőforrás menedzsmentben, Gondolat Kiadó, 2010.
- Karoliny Mártonné - Poór József (2012). Emberi erőforrás menedzsment kézikönyv (2010-es kiadás) Wolters Kluwer Kft., 2012
- Poór József dr. (2009). Nemzetközi emberi erőforrás menedzsment COMPLEX KIADÓ KFT, 2009

II. SUBJECT REQUIREMENTS

TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

General Rules

The assessment of the learning outcomes set out in 2.2 will culminate in an end-of-semester written performance assessment and a small group project assignment.

Performance assessment methods

A detailed description of the performance assessments carried out during the term: 1. a written exam at the end of the semester, which will include tests and essay questions. 2. small group project assignment comparing HR processes in different organizations.

Percentage of performance assessments, conducted during the study period, within the rating

- Kiscsoportos projektfeladat elkészítése: 20

Percentage of exam elements within the rating

- Kiscsoportos projektfeladat eredményének beszámítása: 20
- Írásbeli vizsga: 80
- Összesen: 100

Conditions for obtaining a signature, validity of the signature

Upload small group project work by the deadline.

Issuing grades

Excellent	96
Very good	86–95
Good	75–85
Satisfactory	65–74
Pass	50–64
Fail	< 50

Retake and late completion

1) A vizsgajegy javítására pótvizsga lehetőség van.

Coursework required for the completion of the subject

Résztétel a kontakt tanórákon	12
Kiscsoportban elkészíteni a projektfeladatot	30
Írásbeli vizsgára való felkészülés	48
összesen	90

Approval and validity of subject requirements

Consulted with the Faculty Student Representative Committee, approved by the Vice Dean for Education, valid from: 03.03.2025.

III. COURSE CURRICULUM

THEMATIC UNITS AND FURTHER DETAILS

Topics covered during the term

A 2.2. pontban megfogalmazott tanulási eredmények eléréséhez a tantárgy a következő tematikai blokkokból áll. Az egyes félévekben meghirdetett kurzusok sillabuszaiban e témaelemeket ütemezzük a naptári és egyéb adottságok szerint.

- 1 ömlesztett
- 2 Munka- és kompetenciaelemzés módszertana és felhasználási lehetőségei
- 3 Toborzás és kiválasztás - alkalmasságvizsgálat
- 4 Employer branding
- 5 Munkahelyi szocializáció - on-boarding
- 6 Munkahelyi elégedettség; Munkahelyi egészségfejlesztés és stressz-kezelés; Pszichoszociális kockázatértékelés és munkahelyi jóllét programok
- 7 Képzés, fejlesztés, karriermenedzsment
- 8 Bérezési és ösztönzési rendszerek - Teljesítményértékelés, visszajelzés
- 9 Atipikus foglalkoztatási formák

Additional lecturers

Approval and validity of subject requirements