



# **TANTÁRGYI ADATLAP SUBJECT DATASHEET**

## **HUMAN RESOURCE MANAGEMENT**

### **BMEGT52S151**

# I. COURSE DESCRIPTION

## 1. SUBJECT DATA

### Course name

HUMAN RESOURCE MANAGEMENT

### Course code

BMEGT52S151

Course type Contact lessons

### Kurzustípusok és óraszámok

<u>Type</u>	<u>Lessons</u>	<u>Type of assessment</u>	<u>Number of credits</u>
Lecture	12	mid-term	
Practice	8	grade	
Laboratory	0		

### Course leader

<u>Name</u>	<u>Position</u>	<u>Email adress</u>
Gerákné dr. Krasz Katalin	assistant professor	krasz.kata@gtk.bme.hu

### Organizational unit for the subject

Department of Ergonomics and Psychology

### Subject website

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

### Language of teaching

magyar - HU

### Curriculum role of the subject, recommended semester

Programme: **Munka és szervezet szakpszichológus 2010**

Subject Role: **Kötelező törzsanyag**

Recommended semester: **1**

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### Pre-requisites

*strong* Nincs

*weak* Nincs

*paralell* Nincs

*exclusive* Nincs

### 1.13 A tantárgyleírás érvényessége / Validity of the Subject Description

Approved by the Faculty Education Committee of Faculty of Economic and Social Sciences (Valid from: 06.09.2021.)

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## 2. OBJECTIVES AND LEARNING OUTCOMES

### Objectives

The aim of the course is for students to master the essential elements of strategic human resource management thinking and to be able to manage HR systems in a complex way.

### Learning outcomes

#### Knowledge

1. The student acquires a comprehensive knowledge of the history and development of HR from HR administration to the HR Business Partnering approach
2. The student acquires a comprehensive knowledge of possible operating models of HR
3. The student gets to know the role, tasks and future of HR
4. The student acquires knowledge about the steps of developing a human resource management strategy and the possibilities of defining it, as well as about the connections between corporate strategy and human resource strategy
5. The student becomes familiar with the characteristics of human resource strategy and policy
6. The student gets acquainted with the basic HR processes (selection, training, performance appraisal, talent management, strategic human resource planning, organizational development, etc.) and the connections between them
7. The student acquires a comprehensive knowledge of the possible goals and methods of each HR process and activity
8. The student acquires knowledge of organizational diversity e.g. generation, the main challenges and opportunities to address cultural differences

#### Ability

1. Ability to communicate professionally in oral and in written form in these topics
2. The student is able to develop and implement an HR strategy and handle operational challenges
3. The student is able to design and implement HR processes, taking the organizational context into account
4. The student is able to coordinate HR processes
5. The student is able to review and further develop HR processes

#### Attitude

1. Open to the latest, trend-setting knowledge of human resource management
2. Willing to cooperate with representatives of other professions on a given issue
3. Acts proactively and contributes to issues affecting his/her work
4. Able to listen to and accept the views and opinions of others
5. Represents a value-added approach in your profession
6. Has the need to continually improve him/herself

#### Autonomy and responsibility

1. Able to independently evaluate and make decisions on issues affecting his / her professional activity
2. Able to independently plan, develop, realize and support the implementation of HR strategies and processes
3. Takes responsibility for the tasks and programs planned and / or managed by him/her
4. Represents his/her profession responsibly and ethically.

### Methodology of teaching

Lectures, interactive class assignments, group work, solving practical tasks.

### Materials supporting learning

- Karoliny M., Poór J. (2010): Emberi erőforrás menedzsment kézikönyv, Complex kiadó, Budapest
- Bokor A., Szóts-Kovács K., Csillag S., Bácsi K., Szilas R.(2007): Emberi erőforrás menedzsment, Aula Kiadó, Budapest
- Losey, M., Ulrich, D., Meisinger, S. (2006): A HR jövője - az emberierőforrás-menedzsment perspektívái. HVG Kiadói Rt.
- Rikhof, R: If HR Transformation is dead, what is the future of HR?, KennedyFitch, 2017
- <http://www.kennedyfitch.com/KFwebsite-new/wp-content/uploads/The-future-of-Human-Resources-by-Ruud-Rikhof1.pdf>
- Bock, L. (2015): A Google titok, Bookline, Budapest
- Friedman R. (2014): The Best Place to Work, Perigee, New York
- Schumann M., Sartain L. (2010): Tehetségmágnesek, HVG, Budapest
- Devine M., Syrett M. (2014): Managing Talent, Profile Books, UK
- Julie Starr J. (2012): Coach szemlélettel a munkahelyen, CHN könyvek, Budapest, 2012
- Schaffer B. (2015): Ifjú Titánok és A Legifjabb Titánok, Book Kiadó
- Stanford N. (2007): Guide to Organisation Design, Profile Books, UK.

## II. SUBJECT REQUIREMENTS

### TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

#### **General Rules**

The assessment of the learning outcomes set out in point 2.2 is based on the preparation of an individual ho-mework, its presentation and the answering of questions related to the topic.

#### **Performance evaluation methods**

Detailed description of performance evaluations performed during the term-period: Partial performance evaluation: presentation of an individual homework.

#### **Proportion of performance evaluations performed during the diligence period in the rating**

- partial performance evaluation - preparation and presentation of a practical task: 100%
- sum: 100%

#### **Proportion of examination elements in the rating**

- :

#### **The condition for obtaining the signature, validity of the signature**

#### **Grading**

Excellent	
Very good	> 90
Good	80–89
Satisfactory	70–79
Pass	50–69
Fail	< 50

#### **Correction and retake**

The student may substitute an individual homework

#### **Study work required to complete the course**

12  
8  
100  
120

#### **Approval and validity of subject requirements**

Pre-2017, next review September 2021.

# III. COURSE CURRICULUM

## THEMATIC UNITS AND FURTHER DETAILS

### Topics discussed during the semester

- 1 HR története, fejlődése a HR adminisztrációtól, a HR Business Partnering megközelítésig
- 2 A HR lehetséges működési modelljei. A HR szerepe, feladatai és jövője.
- 3 A HR stratégia és politika jellemzői. A HR stratégia kialakításának lépései és meghatározásának lehetőségei, illetve a vállalati stratégia és az emberi erőforrás stratégia összefüggései.
- 4 HR folyamatok (kiválasztás, képzés, teljesítmény értékelés, tehetségmenedzsment, stratégiai emberi erőforrás tervezés, szervezete-fejlesztés stb.) rendszere – a folyamatok közötti összefüggések
- 5 HR folyamatok és tevékenységek lehetséges céljai és módszerei
- 6 HR folyamatok kialakításának lépései, bevezetésük sajátosságai
- 7 Szervezeti diverzitás pl. generációs, a kulturális különbségek főbb kihívásai és kezelésének lehetőségei

### Lecturers participating in teaching

Dr. Németh Gergely megbízott oktató [nemeth.gergely@cova.hu](mailto:nemeth.gergely@cova.hu)

Kovács Titusz megbízott oktató [titusz.kovacs2@gmail.com](mailto:titusz.kovacs2@gmail.com)

### Approval and validity of subject requirements