



SUBJECT DATASHEET

HUMAN RESOURCE MANAGEMENT

BMEGT52S151

I. SUBJECT DESCRIPTION

1. SUBJECT DATA

Subject name

HUMAN RESOURCE MANAGEMENT

ID (subject code)

BMEGT52S151

Type of subject

Contact lessons

Course types and lessons

<i>Type</i>	<i>Lessons</i>
Lecture	12
Practice	8
Laboratory	0

Type of assessment

mid-term
grade

Number of credits

4

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 - HU

Curricular role of the subject, recommended number of terms

Programme: **Work and Organisational Psychologist 2010**

Subject Role: **Compulsory core material**

Recommended semester: **1**

Direct prerequisites

Strong None

Weak None

Parallel None

Exclusion None

Validity of the Subject Description

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

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.

Academic results

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

Skills

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

Independence 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.

Teaching methodology

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 assessment methods

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

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

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

Percentage of exam elements within the rating

Conditions for obtaining a signature, validity of the signature

Issuing grades

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

Retake and late completion

The student may substitute an individual homework

Coursework required for the completion of the subject

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 covered during the term

- 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, szervezetfejlesztés 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

Additional lecturers

Dr. Németh Gergely megbízott oktató nemeth.gergely@cova.hu

Kovács Titusz megbízott oktató titusz.kovacs2@gmail.com

Approval and validity of subject requirements