

**BASIC INFORMATION:**

Organizational unit		Faculty of Health Sciences
Abbreviation		
Chair		Department of Marketing and Management
Subject/module		<b>Human Resources Management</b>

**SUBJECT TYPE:**

Functional area	<b>Specialist</b>
Level of abstraction	<b>Basic</b>
Subject type - obligation	<b>Mandatory</b>

**COURSE REGISTRATION:**

Scientific field	<b>5.0.0</b>	<b>Social Sciences</b>
Scientific field	<b>5.2.0</b>	<b>Economy and business</b>
Narrow scientific field	<b>5.2.17.</b>	<b>Management</b>

**COURSE DESCRIPTION:**

Educational and professional goals:	The educational goals of the Human Resources Management course include acquiring fundamental knowledge, developing key skills, and understanding essential concepts in the field of human resource management. This includes understanding the role and importance of human resources in organizations and applying a strategic approach in creating HR strategies aligned with business goals. Understanding compensation and rewards, as well as the ability to manage conflict and change, are essential parts of educational goals. In addition, educational objectives include an awareness of the global aspects of HR, given the impact of globalization on human resource management and the need to understand a diverse workforce.
Competences/educational outcomes:	Educational outcomes for the Human Resources Management course include: <ul style="list-style-type: none"> <li>• Understanding human resources and their role in organizations.</li> <li>• Application of a strategic approach to human resource management.</li> <li>• Development of recruitment, selection and performance management skills of employees.</li> <li>• Understanding of compensation and legal aspects of HR.</li> <li>• Development of communication skills and awareness of corporate culture.</li> <li>• Adapting to changes and understanding the global aspects of HR.</li> </ul>
Skills Mastered:	Students will develop skills in the recruitment, selection, development, and training of employees, as well as effective management of their performance. Also, students will acquire knowledge about legal and ethical aspects of HR, understand the importance of corporate culture, and develop the communication skills necessary to successfully interact with different participants inside and outside the organization. All these components together prepare students for successful careers in human resource management.
Course content:	Introduction to Human Resource Management Human resources strategy and planning Recruitment Selection: shortlisting and interviews Selection: supplementing the interview Employment relations Training and employee development programs Performance evaluation and performance management Salary Counselling and protection of workers

	Safety at Work Partnership and employee engagement Discipline and appeals Layoffs and redundancy International human resources management
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### COURSE METRICS:

ECTS	Teaching activities (hour)					Individual work		EVERYTHING hours of work
	Contact classes	Exercises trainings	Seminar and stud. works	Pedagogical workshops	Professional and professional. practice	Individual. and group learning	Researchable source	
<b>5</b>	30	18		12		84	6	<b>150</b>

<b>Teaching languages</b>	<b>Languages of the peoples of Bosnia and Herzegovina</b>			
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### PREREQUISITES FOR ACCESS

Code	Name of the subject/module of knowledge	Grade	Description of conditions (additional)

### METHODOLOGY OF THE COURSE

The Human Resources Management course methodology is based on a combination of teaching activities that include lectures, seminars, case studies, practical exercises and projects. Lectures present theoretical foundations, while seminars and case studies aim at deeper understanding through active discussion and analysis of real situations. Practical exercises enable the application of learned knowledge, while case studies encourage the development of practical skills. It is important to provide students with feedback on their progress during class. Consultations with the professor and online resources support individual learning and research. All these components together create a dynamic environment for learning and developing competencies in personnel management.

### EVALUATION OF STUDENT WORK

Ord. no.	Type of evaluation	partial/ final	optional / mandatory	Percentage participation
01	Participation in contact work - interaction at lectures			10%
02	Term paper/case studies			20%
03	Exam activities - partial test (problem test, case study)			20%
04	Examination activities - final test			50%

### LITERATURE / SOURCES (listed in order of importance)

Author (Last Name, First Name)	Publication name	Publisher's headquarters	Publisher	year editions	Kind public*
a/ Basic literature					

Slavica Lukić	Personnel management	Banja Luka	Apeiron	in 2012	book
b/ Supplementary literature					
Radelj S. Gutić D.,	Human Resource Management, Faculty of Resource Management	Mostar,	Faculty of Resource Management Mostar	in 2012	book
Stojakovic Stojan,	Human resource management in business systems,	Banja Luka	Atlantic	in 2005	book
Noah A. Raymond,	Human resources management,	Zagreb,	Mate	2000	book
c/ Other sources - magazines,					
Author - Surname, First name (if the source is an article)	Name of the journal	Publisher's headquarters	Publisher	year editions	Kind magazine
c/ Other sources - Internet (WEB) sources					
Site name-author	Site address	Title of work/hyperlink		Read	
Bohlander, Snell, Sherman	<a href="http://www.swlearning.com/management/bohlander/bohlander.html">http://www.swlearning.com/management/bohlander/bohlander.html</a>	Managing Human Resources			
Dessler, Cole, Sutherland	<a href="http://wps.prenhall.com/ca_ph_descol_HRM_9/0,9582,1563633--t,00.html">http://wps.prenhall.com/ca_ph_descol_HRM_9/0,9582,1563633--t,00.html</a>	Human Resources Management in Canada			
	Human Resource Development International, Taylor & Francis, United Kingdom,	<a href="https://www.tandfonline.com/toc/rhrd20/current">https://www.tandfonline.com/toc/rhrd20/current</a>			
	Human Resource Management Journal, John Wiley & Sons Ltd,	<a href="https://onlinelibrary.wiley.com/journal/17488583">https://onlinelibrary.wiley.com/journal/17488583</a>			
(*)Type of publication (book, script, compendium, multimedia)					