

Study program: Modern Business Management; Module: Organizational Security Management			
Subject name: Human Resource Management			
Lecturer: Jelena Lukić, Ph.D. (jelena.lukic@mbs.edu.rs)			
Subject status: selective			
ECTS: 8			
Pre-requisites: -			
Subject objectives The goal is to introduce students with modern concepts and goals of human resource management as well as to learn managerial methods and techniques that promote development of modern organizations and increase the motivation of their employees.			
Subject outcomes After successfully passing the course, students will be enabled to understand the meaning of human resource management for the competition of modern organizations. By acquiring the knowledge from this area, students will learn to apply methods and techniques of human resource management and in that way to provide better efficacy and effectiveness in the organization they work for.			
Subject Description Assignments: Theoretical: Management of human resources; Goals of human resource management; Organizational design; Human resource planning; Recruitment and selection of human resources; Orientation and socialization; Learning and development; Evaluation of employees; Motivation; Salary and benefits; Employment relations; Development of employees; Health and security at work; Organization of work and tasks of human resource management; Strategy aspect of human resource management Practical: The analysis of practice examples, individual and group presentations of seminar papers, discussions			
Materials Dessler, G., (2007), <i>Osnovi menadžmenta ljudskih resursa</i> , Data Status, Beograd. Torrington, D., Hall, L., Taylor, S., (2004), <i>Menadžment ljudskih resursa</i> , Data Status, Beograd. Jakšić, M. (2010), <i>Međunarodni menadžment ljudskih resursa</i> , Čigoja štampa, Beograd.			
Total number		Courses:3x15=45	Practice:3x15=45
Teaching methods Lectures include presentations of the most important aspects in human resource management, supported by modern teaching tools and active student participation. Exercise includes: consolidation of lectures, analyses of practice cases, individual and group presentations of seminar papers.			
Grade (maximum number of points 100)			
Pre-exam assignments	points	Final exam	points
Course activity	20	written exam	-
Practice	10	oral exam	30
Test-s	30	
Essay-s	10		