|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **UNIVERSITY OF NIŠ** | | | | | | |
| **Course Unit Descriptor** | | **Faculty** | | | Faculty of Economics | |
| **GENERAL INFORMATION** | | | | | | |
| Study program | | | | **Accounting, Auditing and Financial Management** | | |
| Study Module (if applicable) | | | |  | | |
| Course title | | | | Human Resource Management | | |
| Level of study | | | | Bachelor  Master’s  Doctoral | | |
| Type of course | | | | Obligatory  Elective | | |
| Semester | | | | Autumn Spring | | |
| Year of study | | | | Second | | |
| Number of ECTS allocated | | | | 7 | | |
| Name of lecturer/lecturers | | | | Radenko M. Milojević  Biljana O. Đorđević | | |
| Teaching mode | | | | Lectures Group tutorials  Individual tutorials  Laboratory work  Project work  Seminar  Distance learning  Blended learning  Other | | |
| **PURPOSE AND OVERVIEW (max. 5 sentences)** | | | | | | |
| *To enable students to acquire knowledge about activities, policies and procedures within the field of human resources management; introduction to the key challenges which the function of human resource management faces in contemporary business conditions; an analysis of different approaches (models) to the management of human resources; gaining knowledge about the stages of career development, reviewing activities that make the process of career management; gaining knowledge about mobbing; to enable students to perform various operations in the field of human resource management.*  *Understanding the strategic role of human resources in organizations. Understanding connections between different segments of human resource management. Implementing procedures and techniques used in the business function of human resource management. Formulating effective strategies of human resource management in organizations.* | | | | | | |
| **SYLLABUS (brief outline and summary of topics, max. 10 sentences)** | | | | | | |
| *Introduction to human resource management. Strategic human resource management. Job Analysis and work design. Human resource planning. Recruitment. Selection. Training and development. Career management. Performance appraisal system. Rewarding human resources. Labor relations and collective bargaining. Protection of health and safety of employees. Leaving the company. International human resource management. Managing human resources in the condition of organizational changes. Mobbing, Career couples.* | | | | | | |
| **LANGUAGE OF INSTRUCTION** | | | | | | |
| Serbian (complete course)  English (complete course)  Other \_\_\_\_\_\_\_\_\_\_\_\_\_ (complete course)  Serbian with English mentoring Serbian with other mentoring \_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | |
| **ASSESSMENT METHODS AND CRITERIA** | | | | | | |
| **Pre exam duties** | **Points** | | **Final exam** | | | **points** |
| **Activity during lectures** | **20** | | **Written examination** | | |  |
| **Practical teaching** | **10** | | **Oral examination** | | | **50** |
| **Teaching colloquia** | **20** | | **OVERALL SUM** | | | **100** |
| **\*Final examination mark is formed in accordance with the Institutional documents** | | | | | | |