

<b>Title of the course: Equity and human resource management</b>	<b>Credits: 3 ECTS</b>
Type of the course: <b>lecture – 30 contact hours</b>	
Type of the evaluation: <b>exam</b>	
Place in curriculum: <b>4th semester</b>	
Prerequisites ( <i>if any</i> ): - <b>Special needs education and target groups in labour market</b>	
<p><b>Course description:</b> Please, provide a short, informative description of knowledge to obtain and competences to achieve, and a short (6-10 lines) summary of the aims and content of the course, followed by the 10-15 topics covered.</p>	
<p>During the course, students will gain knowledge about the equality area of human resource management activities and main issues. The course will provide an overview of the following topics in connection with persons with special needs, reduced capacity to work and disadvantaged: job creation, job requirements and labour benefits, performance evaluation, conflict management, human resource development and instructional design.</p> <p>At the end of the course the students will be able to interpret the professional literature on equity, equality, fairness; to identify main issues in policy papers and EU's strategies. Practical exercises will help students to critically interpret and evaluate the policy steps taken for creating equal opportunities.</p>	
3-5 most important required and suggested readings (eg. textbook) with bibliographic details (author, title, details of edition, pages, ISBN)	
<p><u>Required readings:</u></p> <ul style="list-style-type: none"> <li>• Escorpizo, Reuben; Brage, Sören; Homa, Debra; Stucki, Gerold (2015): Handbook of Vocational Rehabilitation and Disability Evaluation: Application and Implementation of the ICF. Springer. ISBN: 978-3319088242</li> <li>• Strauser, David (2013): Career Development, Employment, and Disability in Rehabilitation: From Theory to Practice Springer Publishing Company. ISBN: 978-0826195630</li> <li>• Parker, Randall M.; Patterson, Jeanne B. (2012): Rehabilitation Counseling: Basics and Beyond. Pro Ed. ISBN: 978-1416404958</li> <li>• Rubin, Stanford E.; Roessler, Richard T. (2007): Foundations of the Vocational Rehabilitation Process. Pro Ed. ISBN: 978-1416402510</li> </ul> <p><u>Suggested readings:</u></p> <ul style="list-style-type: none"> <li>• Budd, John W.(2006): Employment with a Human Face: Balancing Efficiency, Equity, and Voice. ILR Press. ISBN: 978-0801472602</li> <li>• Capuzzi, David; Stauffer, Mark D. (2011): Career Counseling: Foundations, Perspectives, and Applications. Routledge. ISBN: 978-0415885942</li> </ul>	