

STRATEGIES IN HUMAN RESOURCES

HRCM17-135

Purpose of course

Goals of the subject

Students should be able to distinguish between strategic management and traditional leadership. Be aware of the fact that human resource management is a strategic success factor in the 21st century corporate governance, and HRM function is an integral part of strategic management.

Learning outcomes and competences

Knowledge:

- Know and understand both operational characteristics of organizations and their economic and social role.
- Understand the principles and models of strategic planning.
- Know the steps of developing a corporate and HR strategy.
- Comprehensively understands the operational characteristics of organizations and their economic and social role.

Attitude:

- Their findings, which assess social expectations, organizational knowledge and individual opportunities, are not only rational but also humanistic.
- Being committed to building intercultural relationships, striving to get acquainted with the traditions of work-conduct.
- Being critical of thinking and trying to analyze when understanding processes.

Skills:

- Being able to understand the nature of the organizational processes, its external and internal contexts, its relationship with human resource management.
- Having the ability to develop a corporate and human resource management strategy.
- Being able to search for projects that are acceptable and feasible in human resources management, to develop and manage the application program, and to collaborate effectively with the partners.

Content of the subject

Main content and thematic units

The organization as a system of people and devices. Organizational strategy development. Internal and external participants of strategy development. The concept of strategy, the development of strategic thinking. Strategic management. Elements of strategic management: structure and culture. Chronological overview of changes in strategic success factors. A basic skill-based strategy. The strategic role of training. Human resources as a strategic element. The concept of HRM. HRM in the organizational system.

Planned learning activities and teaching methods

Practice

Exam and evaluation system

Requirements, methods and aspects of assessment:

Method of evaluation: term mark

Aspects of evaluation:

Active participation in practical classes according to the Regulations for Students.

Completion of a teamwork task by deadline.

At an elected organization

- assessment of its external and internal characteristics, proposed development possibilities, identification of potential risks,
- formulation of vision and mission,
- strategic creation.

Literature**Compulsory:**

Barakonyi, K. (2000): *Stratégiai menedzsment*. Nemzeti Tankönyvkiadó, Budapest. ISBN 9631907821

Csath, M. (2004): *Stratégiai tervezés és vezetés a 21. században*. Nemzeti Tankönyvkiadó, Budapest. ISBN 9631952517

Bakacsi, Gy., Bokor, A., Császár, Cs., Gelei, A., Kováts, K. (2000): *Stratégiai emberi erőforrás menedzsment*. KJK, Budapest. ISBN 9632245431

Bakacsi, Gy. (2004): *Szervezeti magatartás és vezetés*. Aula kiadó, Budapest. ISBN: 9632240723