

**GENERAL PROFESSIONAL PRACTICE
HRCM17-136**

Purpose of course

Goals of the subject

Students will gain experience in the practical use of human resource counseling, in the context of institutional visits to familiarize themselves with the organization, operation and everyday tasks of some institutions, organizations in the field of human resource counseling. Get an insight into the planning and coordination of workforce management processes and the management of consulting processes in the market, state and non-profit sectors.

Learning outcomes and competences

Knowledge:

- Comprehensively know and understand the operational characteristics of organizations, their economic and social role.
- Know the contexts of resources, factors and phenomena, the rules and the principles of the use of resources.
- Deeply know the tasks and methods of human resources management.

Attitude:

- Be committed to quality work.
- Strive to show a professional communication in accordance with norms.
- Have a characteristic of a value-based approach which focuses on work as creative activity.

Ability:

- Play a role in tasks of organizations in resource management, use the professional knowledge to meet the expectations, in the context of the organization's objectives, planning, development and support activities are undertaken in the recruitment, selection and promotion of human resource management areas.
- Collect new information, summarize and substantive analyze the practical experiences. Identify the areas of human resource counseling. Based on the experience, reflect on situations related human resource counseling.

Content of the subject

Main content and thematic units

Visit of institutions.

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:

Evaluation of the practice can be determined on the basis of the professional performance of the whole process and the qualitative development of personal and social properties.

Literature

Compulsory:

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