**Syllabus**

**Subject code:** HRCM21-135

**Subject name:** Strategic Human Resource Management seminar

**Purpose of course:**

Students will be able to distinguish between strategic management and traditional human resource management. Students will become aware of the fact that human resource management is a strategic success factor in 21st century corporate governance, and at the same time HRM activity is an integral part of strategic management. The aim of the course is to acquaint students with the process of strategy making, to be aware of the most important methods of organizational analysis, to be able to form a vision and mission, and to set strategic goals and actions. In connection with each strategic HR activity, we present the systems and methods used in corporate practice and the aspects of strategic choice between them. In addition to discussing the individual systems, we also emphasize how HRM activities fit into other areas of corporate operations and how they can influence the development of corporate competitiveness.

**Results and acquired competencies:**

Knowledge:

* Is aware of the concept and development tendencies of strategic human resource management
* Knows the most important aspects of the present and future of HR
* Is aware of the concepts of strategic approach and strategic thinking
* Is informed about the basic methods and tools of strategy making
* Knows and is able to interpret the Ulrich model
* Is aware of the HR BP model and its application possibilities
* Knows the components and modern directions of human resource strategy creation

Attitude:

* Shows the need for a system-wide approach, solution-oriented thinking, openness of relationships and communication, empathy and tolerance.
* Can apply a strategic approach and has strategic thinking as a key attitude
* Can effectively cooperate with representatives of the partner profession and leaders of organizations

Abilities:

* Can review organizational systems and processes
* Has diagnostic ability
* Can use organizational analysis tools
* Can create vision and mission
* Is able to set strategic goals and define actions and control them using the goal-action matrix
* Is able to identify the HR roles of the Ulrich model on an organizational level
* Is able to identify professional problems, adapt international experiences, good examples in accordance with domestic requirements in the field of strategic HRM

Autonomy, responsibility:

* Students have the need for continuous self-development, consciously look for organizational and individual forms of learning, based on their internal motivation they continuously use the possibility of non-formal learning, as a result of which their professional interest deepens.
* Students feel a responsibility to teammates during teamwork, contributing to the effectiveness of the team by synthesizing their professional knowledge.

**Content of the Course:**

Major topics:

* The concept of strategy, the development of strategic thinking
* Strategic thinking and approach
* The concept and elements of strategic management
* Human resources as a strategic element
* The concept of HR Business Partner
* The Ulrich model and its interpretation
* The strategy-shaping role of human resource management
* The process of strategy making
* Human resource strategy and content elements

**Learning activities, learning methods:** seminar

The first half of the seminar is an instructor lecture to help process the practical case study.

The development of competencies and attitudes is realized through individual and small group work within the framework of the seminars. Students will process a corporate case study as part of the course and practice the SHRM methodology through it.

**Learning requirements, mode of evaluation, criteria of evaluation:**

The course is based on continuous assessment [HKR § 67 1 (e)]. During the semester, the student reports on his / her knowledge by completing the tasks defined below, and the instructor determines the grade based on this. The evaluation is a five-level rating.

The course requirement consists of three parts:

1. Compulsory participation in the seminar based on the guidelines of the HKR, active participation in small group work. The HKR guidelines for absences apply.
2. Selection of 1 strategic element of the HR strategic elements - written paper to be submitted along the following aspects:

* Option 1: conducting and processing an interview with an HR manager on the topic of HR strategy
* Option 2: discussing the practical implementation of an HR strategic element in a corporate environment - e.g. training plan, development plan, performance appraisal, career plan, etc.
* Option 3: conducting and processing an interview with an HR Business Partner

3. Solving the task blocks of the published case study and preparing a written final study / consultant report in groups of 3 people.

**Reading list:**

1. Mintzberg, H. (1987): The strategy concept (California Management Review, no.1.)
2. D. Ulrich et al. (2012): HR from the Outside In. Six Competencies for the Future of Human resources, McGrow-Hill, New York, Toronto
3. D.Ulrich et al. (2013): Global HR Competencies. Mastering Competitive Value from the Outside In, McGrow-Hill, New York, Toronto.