

# MILTON FRIEDMAN UNIVERSITY

INSTITUTION IDENTIFICATION NUMBER: FI83995

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<b>Title of the course:</b>	<b>Current Themes in Human Resources Management</b>		
<b>Course ID:</b>	<b>VE-HMT001</b>		
<b>Level of education:</b>	<b>Regular &amp; Erasmus</b>	<b>Academic semester:</b>	<b>Spring semester</b>
<b>Professor's name:</b>	<b>Dr. Mihalik Judit</b>	<b>Academic title:</b>	<b>Associate Professor</b>
<b>Hours per semester:</b>	<b>30 hours</b>	<b>Credits:</b>	<b>6</b>
<b>Exam:</b>	<b>Case study and written exam</b>	<b>Pre-requisites:</b>	<b>HRM</b>

## The purpose of the course

This course gives a survey of the latest developments in Human Resource Management. It starts with the traditional HRM, and aims to review the areas and methods where new approaches are needed. It also tries to answer the questions what and how we have to rethink in modern HRM. From the companies' perspectives performance management is critical, that is why the best performing CEO-s and changes in performance management are reviewed first. The new trends are to be discussed, including some new organizational structures and working from home. Finally, we are searching the best ways of how to motivate the new generations, or how to manage effectively the 24/7 workplace and adapting to innovation in HRM. Ample number of case studies will be discussed to support theories with best examples.

## Competencies to develop

The course facilitates the understanding of the changes in the business and in the companies' organizational structures with their relevant impacts on the HRM. Students will be able to understand and apply new HRM theories regarding performance management, motivation in 24/7 or work from home environments. They will also find solutions of how to motivate new generations and what innovation means in XXI century's HRM.

## Structure of the course

1. Rethinking HR
2. The best performing CEO-s and the bonus schemes
3. Performance management revolution
4. Case studies
5. New organizational structures
6. Work from home
7. Case studies
8. Motivation for new generations
9. Managing the 24/7 workplace
10. Case studies
11. HRM and innovation
12. Case studies
13. Summary
14. Consultation
15. Presentations

**Educational methods** - individual and team work

## Requirements and evaluation:

30% classroom activity  
30% case studies  
40% final exam/presentation

Class participation and active involvement is strongly recommended.

**Offered reading: To be communicated during the course**