

Title of the course:	Current Themes in Human Resources Management		
Course ID:	VE-HMT001		
Level of education:	Regular & Erasmus	Academic semester:	Spring semester
Professor's name:	Mihalik Judit Ph.D.	Academic title:	Senior Lecturer
Hours per semester:	30 hours	Credits:	6
Exam:	Individual home assignment and in-class assessments (oral and written forms)	Pre-requisites:	HRM

The purpose of the course

This course gives a survey of the latest developments in Human Resource Management. It starts with the basics of HRM, and aims to review the areas and methods where new frameworks are needed. It also deals that what and how we have to rethink in current 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 remote working issues. Finally, the course approaches the motivation the new generations, best practices and dilemmas.

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 new HRM practices that may affect their early professional career.

Core topics of the course

1. The „Gig Economy”
2. Learning outcomes of the Covid19 pandemic
3. New organizational structures
4. Motivation and the new generations
5. Managing the 24/7 workplace, remote workforce
6. Diversity in thinking and cooperations
7. Rethinking HRM, recruitment, selection
8. The HRM and the business intelligence solutions
9. Case studies, best practices
10. Summary

Educational methods - individual and team work, tutorial style

Assessment:

Individual home assignment (extended essay) - 40% of final grade
 In-class presentation - 30% of final grade
 In-class activity, attendance - 30% of final grade
 Class participation and active involvement is strongly recommended.

Offered reading: To be communicated during the course