

Tantárgy neve: Strategic Human Resource Management	Kódja: KDRIDK336	Kreditszáma: 3
A tanóra típusa ¹ : ea. / szem. / gyak. / konz. és száma: előadás (10 óra nappali tagozat; 5 óra levelező tagozat)		
A számonkérés módja (koll. / gyj. / egyéb ²): koll.		
A tantárgy tantervi helye (hányadik félév): 4. semester		
Előtanulmányi feltételek (ha vannak): -		
<p>Course description:</p> <p>This course is built around the topics of the course „Strategic human resource management (SHRM)”, a previous core subject within the curriculum. Its aim is to introduce the HRM systems, sub-systems and conceptual models being instrumental in implementing HRM strategic goals derived from HR philosophy statements, policy declarations and put into the focus of HR strategic programs.</p> <p>Content:</p> <p>The course provides a new method of dealing with the organization’s longer term international human resource issues. The course is designed to help students to learn about the fundamental concepts of SHRM and some of the many issues that must be dealt with when implementing an international business plan. The topics we will cover this semester include</p> <ul style="list-style-type: none"> - Overview of human resource management, influencing and service providers: - (the concept and development of HRM, the roles of the professional organization, career paths in HR) - HR strategy, planning and evaluation: (Relationships of business and HR strategies, HR strategies, staff design, process and methods, HRM assessment and auditing) - Sourcing systems, performance Management System (job and competence analysis, labour law aspects of employment, recruitment, selection and integration methods and techniques,): design (objectives, actors, methods), the process of operation (administration, evaluation meeting) and monitoring, the characteristics of performance management) - Personnel Development and Career Systems: (Personnel Development and Career Systems) - HRM information system and digital solutions: (the development of HRIS support, its core components, its own, partially and completely integrated solutions) - Innovative solutions in HR, (identifying and presenting solutions for new technologies (eg human), approaches (eg community), value concepts (eg stakeholder), etc. spread and applied) - Future of EEM (Based on the various projections published in the literature and our own experiences, we will present the HR forecasts for the HR future). <p>Skills taught:</p> <p>The subject satisfies the knowledge needs of those who are leaders and those who are interested in HR work. In the framework of the course students are assisted to apply theoretical principles to practice through real life cases and examples, special assignments and skill development exercises.</p>		

¹ **Ftv. 147. § tanóra:** a tantervben meghatározott tanulmányi követelmények teljesítéséhez oktató személyes közreműködését igénylő foglalkozás (előadás, szeminárium, gyakorlat, konzultáció)

² pl. évközi beszámoló

A **3-5** legfontosabb *kötelező*, illetve *ajánlott irodalom* (jegyzet, tankönyv) felsorolása bibliográfiai adatokkal (szerző, cím, kiadás adatai, oldalak, ISBN)

Compulsory literature:

- Parry,E.&Stavrou,E.&Lazarova,M. (Eds.):Global Trends in Human Resource Management. London: .Palgrave-Macmillan. (ISBN 978-0-23-35483-8)

Proposed literature:

József Poór-Allen Engle (Eds.) Internationalization and Globalization in Human Resource Management – Focus on Central and Eastern Europe. Gödöllő: Szent István University , p 414. ISBN 978-963-269-439-9

József Poór J. & Ágnes Milovecz (2011). Management Consulting in Human Resource Management: Central and Eastern European Perspectives in Light of Empirical Experiences. Journal of Service Science and Management, (3): pp. 300-314 (doi:10.4236/jssm.2011.43036 Published Online September)

Tantárgy felelőse (név, beosztás, tud. fokozat): Dr. habil. Edit Gitta Kajtár