

HUMAN RESOURCES MANAGEMENT

Department of Production and Investment Management

Faculty of Agricultural Management

Lecturer	Assoc.Prof., Dr. Victor Orekhivskiy
Teaching period	academic year 2017/2018 (Autumn 1 semester)
Type subject	
ECTS credit	4
Assessment	written and oral
Marking scale	4-point scale
Contact hours	30

Objective and general description

Human resource management is critical to the success of organizations because human capital has certain qualities that make it valuable. In terms of business strategy, an organization can succeed if it has a sustainable competitive advantage. Human resources are valuable, cannot be imitated and have no good substitutes. These qualities imply that human resources have enormous potential. An organization realizes this potential through the ways it practices human resource management. The idea is to help students to build an effective management of human resources to form a high-performance work system – an organization in which technology, organizational structure, people and processes work together seamlessly to give an organization an advantage in the competitive environment.

The purpose of this course is to study human management in organizational settings. In particular, we will be looking at topics related to the management of individuals (e.g., leadership, values and attitudes, motivation, etc.) the behavior of groups (e.g., teamwork), and organizational-level topics such as culture and organization change. We will also discuss many of the organizational practices (such as selection, training and development, compensation, etc.) that have a direct effect on the organization's resulting performance.

Lectures:

1. Course Introduction
2. Strategy and HR Management
3. Group and Team Effectiveness
4. Recruiting, Interviewing and Selection
5. HR Motivation and Compensation
6. HR Planning
7. Training and Development
8. Social Perception and Individual Differences
9. HR Performance Management
10. Feedback, Rewards and Reinforcement
11. Guest Lectures

Seminars:

1. Case studies on HR and company competitive position
2. HR Departments and company performance
3. Readings on successful HR practices and their discussion
4. Estimations on HR recruiting and development on company performance
5. Case studies of compensation systems

6. Case studies and discussion on HR performance and evaluation

Study literature:

1.

2.

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