



**HUMAN RESOURCES IN A GLOBAL ENVIRONMENT**

<b>Course size in KP</b>	<b>5 CP</b>		
<b>Duration of the course</b>	3.sem./4.sem.		
<b>Abstract of the study course</b>	Within the framework of the study course, theoretical knowledge about the goals and tasks of human resources management and the impact of the globalization process on personnel selection and management of modern organizations is acquired. Practical skills are acquired by participating in seminars on the recruitment process, career choice and planning.		
<b>the study course</b>	The aim of the course is to create students' understanding of the theoretical and practical aspects of human resource management in modern organizations, to introduce students to the current problems of human resource management, to teach them to analyze and solve problems in a work team, to learn modern human resource management methods, to conduct discussions, to make reasonable decisions.		
<b>Study course results</b>	<b>Knowledge</b>	<b>Skills</b>	<b>Competences</b>
	As a result of the course, students understand the use of current human resources management methods in the global environment, strategic human resources management, as well as modern human resources development opportunities.	As a result of learning the course, students will be able to independently identify and evaluate human resources management problems in various sectors of the economy, evaluate the obtained results and interpret the reliability of data, strategically manage human resources in various organizations.	By acquiring in-depth theoretical knowledge of human resources management, students will be able to comprehensively identify and evaluate the causes of problems and find creative solutions, as well as be able to present the obtained results, arguments and solutions in writing and orally to industry specialists and employees and present the results at scientific and practical conferences.
<b>Study course content</b>	<b>Topics</b>		
	1	Current problems of human resources management in the global environment.	
	2	Contemporary ideas about managing organizations and the peculiarities of different foreign management systems (Japan, USA).	
	3	Organization and its functions, social-psychological functions of the manager and management styles.	
	4	Manager's role in the organization, psychological aspects of manager selection and placement.	
	5	Safe and healthy work environment in the organization .	
	6	Strategic human resource management.	
	7	Leadership and talent management in the organization.	
	8	Professional suitability concept , profession choices consultant at work principles and possible errors .	
	9	Modern human resources development opportunities . Mentoring , coaching .	



<b>Test form:</b>	Exam
<b>Obligatory literature:</b>	
<ol style="list-style-type: none"><li>1. Dombrovska LR (2009) Human resource capital management</li><li>2. Renge V. (2007) Psychology of modern organizations</li><li>3. Ešenvalde I. (2004) Practical management of personnel</li><li>4. Armstrong M. (2017 ). Armstrong's Handbook of Human Resource Management Practice: Building Sustainable Organizational Performance Improvement. USA: Kogan Page, 14th edition</li></ol>	
<b>Additional reading:</b>	
<ol style="list-style-type: none"><li>1. Ukolovs V., Mass A., Bistryakovs I. (2006) Management theory.</li><li>2. Forands I. (2007) Assistant to the personnel specialist..</li><li>3. Herbst D. ( 2007) Communication in the company .</li><li>4. Garleja R. (2006) Human potential social in the environment .</li><li>5. Dessler, G. (2017 ). Human Resource Management. Boston: Pearson Higher Education, 15th edition</li><li>6. Mathis RL, Jackson JH (2016). Human Resource Management. South- Western College Pub</li><li>7. Larsen HH, Mayrhofer W. (2006 ). Managing Human Resources in Europe. Routledge</li></ol>	
<b>Other sources of information:</b>	
<ol style="list-style-type: none"><li>1. Business psychology</li><li>2. Organizational Behavior</li><li>3. EBSCO, Scopus, Science Direct</li></ol>	
Changes and additions to the program and literature list are possible during the study process	