

COURSE DESCRIPTION (Group C)

Course code	Course group	Volume in ECTS credits	Course valid from	Course valid to
EVVKB304	C	4	10 04 2020	30 08 2023

Course type (compulsory or optional)	Compulsory
Course level (study cycle)	First
Semester the course is delivered	Full-time - 3 Part-time - 3
Face-to-face, distance or blended studies	Full-time - face-to-face, Part-time - blended

Course title in Lithuanian

Žmogiškųjų išteklių valdymas

Course title in English

Human resource management

Short course annotation in Lithuanian (up to 500 characters)

Studijų dalykas skirtas suteikti naujausias žinias apie žmogiškųjų išteklių valdymo teorijas, žmogiškųjų išteklių valdymo sistemas ir jų valdymo principus logistikos ir prekybos įmonėse; ugdyti gebėjimus atpažinti pagrindines darbo su žmonėmis kryptis ir atlygio už darbą metodus, realizuoti šiuolaikinius vadybinius uždavinius logistikos ir prekybos srityje. Baigę studijų dalyką studentai praktiškai geba taikyti naujausius žmogiškųjų išteklių valdymo metodus logistikos ir prekybos versle. Studijų dalyke taikomi tradiciniai ir inovatyvūs paskaitų, diskusijų, atvejų analizės, turinio vertinimo, refleksijos ir kiti metodai.

Short course annotation in English (up to 500 characters)

The course is designed to provide the newest knowledge about human resource management theories, human resource management systems and their management principles in logistics and trade companies; to develop the ability to identify the main directions of work with people and methods of reward for work, to realize modern managerial tasks in the field of logistics and trade. Graduates are able to apply modern human resource management methods and practice in logistics and trade business. The traditional and innovative methods of lectures, discussions, case studies, content evaluation, reflection and other methods are applied to the study subject uses.

Prerequisites for entering the course

Before starting to study the subject, the student must know the basics of economics and business management; be able to use legal acts and information systems; make independent management decisions.

Course aim

The aim of the subject is to provide the newest theoretical and practical knowledge of human resource management; to develop the ability to make managerial decisions in working with people, applying modern human resource management methods in the business logistics and commerce environment.

Links among study programme outcomes, course outcomes, content, study and assessment methods

Study programme: Logistics and commerce. Programme outcomes	Course outcomes	Content (topics)	Study methods	Assessment methods
3. Will know and understand economic, social, and technological business resources, processes and problems, and the importance of addressing problems in planning, forecasting, and making evaluations of the development and results in logistics and trading business and to apply basic theoretical assertions or theories in justifying decisions in logistic or trading business.	1. Identify and define human resource management theories, human resource management systems and their management principles in the logistics and trade sector.	1.Content and theoretical foundations of the human resources management . 2.Human resources management processes	Explanation; case study, illustration; analysis of problematic examples.	Written survey; evaluation of case studies; evaluation of problematic case studies.
	2. Argue the choice of human resource management solutions in a business context.			

6. Will be able to gather and analyse data required in addressing important problems of logistics and commerce and to this end to use the achievements and methods of fundamental and applied scientific research; and to organise and conduct applied research of customer and competitor behaviour and to prepare information required for managerial decisions in a responsible manner.	3. Analyze the impact of external and internal organizational environment on human resources, employee competence, effective use of motivational tools in practice. 4. Select the targeted methods of human resources for competencies assessment, prepare a portfolio of competencies.	3. Human resources planning and recruitment 4. Job design and role development 5. Career development in organization 6. Staff education and training 7. Talent management and staff motivation	Explanation; case study, illustration; analysis of problematic examples.	Written survey; evaluation of case studies.
8. Will be able to manage information flows, social and technological processes and their interrelation in the activities of an organisation, to analyse and justify decisions in the fields of human, financial, and material resource planning, coordination and control, information management, and economic status and business efficiency evaluation.	5. Apply the human resource management tools in logistics and commercial sectors' tasks using innovative management techniques and methods. 6. Analyse the main human resource management activities; process, evaluate and use information in making management decisions	8. Human resources information systems and communication 9. Ethics and health, safety and welfare at work.	Explanation; case study, illustration; discussion; analysis of problematic examples.	Written survey; evaluation of case studies; evaluation of individual work.
10. They will be able to understand the moral and ethical responsibility for the impact of one's actions and their results on the public, economic, and cultural development, welfare, and environment; also the students will be able to study on their own, to improve their skills in the field of logistics and commerce, and to plan their learning processes.	8. Independently learn, search, analyze, and systematize necessary information. Identify problems and find appropriate solutions, and take responsibility for their own decisions. Argumentatively express thoughts and work in a team with constructive discussion and respectful communication.	All topics	Explanation; case study, illustration; discussion; analysis of problematic examples.	Written survey; evaluation of case studies; evaluation of individual work.

Criteria of learning achievement evaluation

1. Fundamental human resource management concepts understanding and usage in the context of logistics and trade activities.
2. Mastering study knowledge and the ability to adapt uncertain situations in human resource management.
3. The quality of individual work (relevant to the topic, scientific level, consistency, authenticity, justification and formulation of conclusions).
4. Application of the knowledge of the study subject and argumentation in solving practical human resource management situations in logistics and trade, ability to answer questions and discuss reasonably.
5. Ability to complete the tasks and complete them according to requirements of writing works.

Distribution of workload for students (contact and individual work hours)

Study forms	Hours in face-to-face studies		Hours in online studies	
	Full-time	Part-time	Full-time	Part-time
Lectures	30	15	-	15
Seminars	15	15	-	-
Contact work hours in total	45			

Individual students work	62
Total:	107

Structure of cumulative score and value of its constituent parts

Intermediate assignment (colloquium work) - 15% ; Report (written and oral presentation) - 20% ; Seminar tasks and case studies - 15% ; Examination - 50%

Recommended reference materials

No	Publication year	Authors and title of publication (e-source)	Number of copies in University libraries or link to e-source
Basic materials			
1.	2017	Human Resources Management. The open University of Hong Kong. 2017. 481 p.	Electronic source http://www.opentextbooks.org.hk/system/files/export/32/32088/pdf/Human_Resource_Management_32088.pdf
2.	2015	Gražulis, V. ir kiti. 2015. Žmogiškųjų išteklių valdymas: vadovėlis. - Mykolo Romerio universitetas.	MRU ebook: http://webct.liedm.lt/
3.	2014	Armstrong, M. 2014. Human resource management practice. 11th edition.- London and Philadelphia: Koganpage. Electronic source https://www.academia.edu/11392019/Armstrongs_Handbook_of_Human_Resource_Management_11th_Edition_Kogan_Page	2
4.	2011	Korsakienė, R.; Lobanova, L. 2011. Žmogiškųjų išteklių valdymo strategijos ir procedūros: mokomoji knyga. - Vilnius: Technika. Ebook: http://webct.liedm.lt/	7
5.	2011	Šalčius, A.; Šarkiūnaitė, I. 2011. Žmogiškųjų išteklių valdymas :mokomoji knyga. - Vilnius : Vilniaus universitetas 145 p. Ebook: http://webct.liedm.lt/	6
Supplementary materials			
1.	2013	Joshi, M. 2013. Human Resource Management. - Ventus Publishing ApS [Electronic source]. http://bookboon.com	
2.	2012	Truss, C.; Mankin, D.; Kelliher, C. 2012. Strategic Human Resource Management. - Oxford University Press.	
3.	2012	Garner, E. 2012. Recruitment and Selection: Hiring the people you want. - Ventus Publishing ApS [Electronic source]. http://bookboon.com	
4.	2009	Senyucel, Z. 2009. Managing the Human Resource in the 21st Century. – Ventus Publishing ApS [Electronic source]. http://bookboon.com	
5.	2007	Raupelienė, A.; Adamonienė, R. 2007. Organizacijos žmogiškųjų išteklių vadyba: mokomoji knyga.- LŽŪU. [Electronic source]. Ebook: http://webct.liedm.lt/	

Course description designed by

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