

### Strategic Human Resource Management

Course number <b>E050</b>	ECTS Credits <b>5</b>	Language <b>English</b>	Semester <b>Summer</b>	Level <b>BM</b>
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Lecturer(s)	Simona Šarotar Žižek, PhD
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Content	<ul style="list-style-type: none"> <li>- The impact of environment on strategic human resource management (HRM)</li> <li>- The nature and dimensions of strategic HRM</li> <li>- The role of personnel in the process of strategic management</li> <li>- Differences among cultures</li> <li>- International HRM</li> </ul>	<ul style="list-style-type: none"> <li>- Differences among cultures</li> <li>- Cross-cultural communication differences</li> <li>- Negotiation and conflict resolution</li> <li>- Stress management as one of strategic HRM dimensions</li> <li>- Diversity management for competitive advantage</li> </ul>
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Textbooks	<ul style="list-style-type: none"> <li>- Armstrong, M. and Taylor, S. 2014. Armstrong's of Human Resource Management Practice / Michael Armstrong. – 13th Edition. London: Kogan Page Limited.</li> <li>- Bauer, T., Erdogan, B. 2012. An Introduction to Organizational Behaviour.</li> <li>- Prepared Powerpoint presentations.</li> </ul>
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Objectives	<p>The basic aim is to acquaint students with strategic approach to human resource management which is based on the integration of HR function with the strategic aims of the firm as well as in the international firms on functions of human resources management. The important field for discussion is differences among cultures cross-cultural communication differences and employee diversity management.</p> <p>In this course students: 1. Enhance their theoretical knowledge in the field of strategic and international human resource management and are able to apply it. 2. Gain the ability to apply their theoretical knowledge in practice in the field of strategic and international human resource management. 3. Acquire approach to analysis of strategic and international human resource management. 4. Acquire advanced knowledge of basic theoretical approaches in the field of strategic and international human resource management.</p>
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Learning and teaching methods	<ul style="list-style-type: none"> <li>- lectures</li> <li>- discussions</li> </ul>	<ul style="list-style-type: none"> <li>- team building</li> <li>- workshops</li> </ul>	<ul style="list-style-type: none"> <li>- videos and films</li> </ul>
Assessment	Written examination 60%	Seminar work 40%	

