



University of Split



Department of Professional Studies

HUMAN RESOURCES MANAGEMENT

COURSE SYLLABUS

COURSE DETAILS

<i>Type of study programme</i>	Professional specialist graduate study - 120 ECTS	
<i>Study programme</i>	ACCOUNTING AND FINANCE	
<i>Course title</i>	Human Resources Management	
<i>Course code</i>	DRF014	
<i>ECTS (Number of credits allocated)</i>	6	
<i>Course status</i>	Elective	
<i>Year of study</i>	First	
<i>Semester</i>	Second (spring)	
<i>Course Web site</i>	https://moodle.oss.unist.hr/course/view.php?id=305	
<i>Total lesson hours per semester</i>	Lectures	30
	Practicals	30
<i>Prerequisite(s)</i>	None	
<i>Lecturer(s)</i>	Anita Krolo Crvelin, MSc., senior lecturer, Mario Dadić, assistant.	
<i>Language of instruction</i>	Croatian, English	

COURSE DESCRIPTION	
<i>Course Objectives:</i>	<ul style="list-style-type: none"> • To understand fundamental concepts and theories of human resources management. • To learn and apply basic human resources management methods and techniques on real or hypothetical business situation. • To understand the importance of effective human resources management for achieving organisational goals.
<i>Learning outcomes</i> <i>On successful completion of this course, student should be able to:</i>	<ol style="list-style-type: none"> 1. define basic terms in the field of human resources management, 2. explain the impact of various factors on HRM activities, 3. connect acquired knowledge in formulating the framework of analysis of human resources, 4. explain relationship between business strategy and HRM activities, 5. demonstrate skills in applying various tools and techniques for managing human resources.
<i>Course content</i>	<p>Concept, content and development of Human Resources Management. The place and role of Human Resources Management in business organizations. Planning, recruitment and selection of human resources. Developing the effectiveness of human resources. Compensation management. Employers – employees relationship. Protection and improvement of the working conditions. Economics of human resources. HRM information systems. International aspects of HRM.</p>

CONSTRUCTIVE ALIGNMENT – Learning outcomes, teaching and assessment methods

Alignment of students activities with learning outcomes		
Activity	Student workload ECTS credits	Learning outcomes
<i>Lectures</i>	30 hours / 1,0 ECTS	1,2,3,4,5
<i>Practicals</i>	30 hours / 1,0 ECTS	1,2,3,4,5
<i>Solving numerical and other tasks</i>	45 hours / 1,5 ECTS	3,4,5
<i>Self-study</i>	60 hours / 2,0 ECTS	1,2,3,4,5
<i>Office hours, mid-term exams and final exam</i>	15 hours / 0,5 ECTS	1,2,3,4,5
TOTAL:	180 hours / 6 ECTS	1,2,3,4,5

CONTINUOUS ASSESSMENT		
Continuous testing indicators	Performance A_i (%)	Grade ratio k_i(%)
<i>Class attendance and participation</i>	70 - 100	0
<i>Numerical and other tasks</i>	50-100	30
<i>First mid-term exam</i>	50-100	35
<i>Second mid-term exam</i>	50-100	35

FINAL ASSESSMENT		
Testing indicators – final exam (first and second exam term)	Performance A_i (%)	Grade ratio k_i(%)
<i>Final exam (oral)</i>	50 - 100	70
<i>Previous activities (include numerical and other tasks)</i>	50 - 100	30
Testing indicators – makeup exam (third and fourth exam term)	Performance A_i (%)	Grade ratio k_i(%)
<i>Final exam (oral)</i>	50 - 100	70
<i>Previous activities (include numerical and other tasks)</i>	50 - 100	30

PERFORMANCE AND GRADE		
Percentage	Criteria	Grade
50% - 62,4%	<i>basic criteria met</i>	sufficient (2)
62,5% - 74,9%	<i>average performance with some errors</i>	good (3)
75% - 87,4%	<i>above average performance with minor errors</i>	very good (4)
87,5% - 100%	<i>outstanding performance</i>	outstanding (5)

ADDITIONAL INFORMATION

Teaching materials for students, detailed course syllabus, current information and all other data are available by MOODLE system to all students.