

DESCRIPTION OF STUDY COURSE

Course unit title	Human Resource Management	
Programme	Bachelor International Finance	
Year of study	3rd year	
Level of course unit (e.g. first, second or third cycle)	First, Bachelor's study	
Course unit code	BFa053	
Name of lecturer(s)	Līga Peiseniece	
Credit points	3 ECTS	
Language of instruction	English	
Type of course unit (compulsory, optional)	Compulsory	
Semester when the course unit is delivered	3	
Mode of delivery	Face-to-face	
Aim of Course	The aim of this course is to increase students' understanding of the impact of leadership and HRM in an organization and the underlying principles of the effective HR support in achieving company's strategy. During the course, students will get the knowledge of the key HRM functions.	
Preliminary knowledge (prerequisites and co-requisites)	Organization Management	
Course contents	<p>The main themes of the course are the following:</p> <ol style="list-style-type: none"> 1. Introduction to HR management, green HR 2. Human Resource planning, evaluation of the needs of core business; 3. Recruitment and selection; 4. Human resources training and development; 5. Performance management; 6. Reward management 7. Strategic HR management. 	
Planned learning activities and teaching methods	The student does pre-class reading, attends lectures, participates in seminars and case study analysis, prepares and presents individual and group practical works, develops course project, passes the final exam. The total evaluation of the study course consists of 20% active participation, 20% preparation of individual assignment, 30% group project, 30% written final exam.	
	Teaching methods	Student work load (1 CP = 40 hours of student work)
	Lecture	25%
	Case study analysis,	30%

	Group project	25%
	Independent individual assignment	10%
	Work in the library, independent studies	10%
		Total 80 hours
Learning outcomes of the course unit	<ol style="list-style-type: none"> The student has knowledge about key HRM functions and underlying theoretical concepts. The student has a general understanding of the operational HR processes: planning, selection, managing performance, motivating and rewarding, training and developing of employees. The student has Analytical skills in respect of the implementation of HRM practices within different organizations. 	
Assessment methods and criteria	Learning outcomes	1. 2. 3.
	The form of assessment	
	Independent individual assignment	• • •
	Group project with presentation	• • •
	Written exam	• • •
Recommended or required reading	Compulsory literature: 1. Dessler, G., Fundamentals of Human Resource Management, 4th Edition, Pearson, 2016 Recommended literature: 1. https://www.weforum.org/	
Recommended optional programme components	To be agreed at the start of the course.	