

NAME OF THE COURSE		Strategic Human Resources Management				
Code	EUA302	Year of study	1			
Course teacher	Srećko Goić, PhD, Full Professor Danica Bakotić, PhD, Professor	Credits (ECTS)	5			
Associate teachers		Type of instruction (number of hours)	L	S	E	F
			26		26	
Status of the course	Obligatory	Percentage of application of e-learning	30%			
COURSE DESCRIPTION						
Course objectives	The primary objective of this course is to introduce students (of the master study) with the strategic significance and approach to human resources management within enterprise management. The operational goal is to enable students to independently conceive and design strategic components of the human resource management in enterprises.					
Course enrolment requirements and entry competences required for the course	The course continues and relies on the subject of 'Human Resource Management', which is supposed to be mastered by students during their undergraduate study. A good knowledge of management basics and the basic concepts of strategic management is a prerequisite for understanding this course matter.					
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	The main learning outcome: To be able to look at and guide strategically human resource management, and to formulate a comprehensive human resource management strategy in enterprises.					
	Specific learning outcomes – student will be able: 1. To analyse characteristics of business and general environments as the basis for setting up enterprise business plans. 2. To conceive the core elements of a human resource management strategy as part of a company's business strategy. 3. To participate in the process of preparing and developing strategic decisions in the human resource management domain as a whole and in its specific segments. 4. To use efficiently and purposefully contemporary methods and techniques in analysing and designing strategic decisions in the human resource management domain. 5. To develop and design tactical and operational human resource management plans for enterprises. 6. To analyze and conceptualize strategic decisions in the field of human resource management in multicultural environments and multinational companies.					
Course content broken down in detail by weekly class schedule (syllabus)	Lectures		Tutorials/Seminars			
	Topic	hrs	Topic	hrs		
	INTRODUCTION: The Concept and Content of Strategic Human Resource Management. Development of the concept and discipline of human resource management.	2	Getting to know how to work on exercises; HRM - repetition	2		
	The place and role of human resource management in the enterprise. Human Resource Management and Environment.	2	Exercise: HRM and Environment.	2		

	STRATEGIC APPROACH TO HUMAN RESOURCES MANAGEMENT: Enterprise Strategy and Human Resource Strategy.		2	Case study	2	
	Features of Strategic Human Resource Management. Influence of Business Strategies on Human Resource Management.		2	Exercise: SWOT analysis - on the example of introducing e-education Preparing for SWOT analysis in a selected company.	2	
	Methods of Strategic Human Resource Analysis. Strategic Human Resource Management Model.		2	Exercise: SWOT Analysis of Human Resource and Human Resource Management in a selected company - Assignment 2	2	
	STRATEGIC APPROACH TO THE BASIC FUNCTIONS OF HUMAN RESOURCE MANAGEMENT: Determining needs and providing the needed staff		2	Case study	2	
	Developing Human Resource Efficiency		2	Case study	2	
	Compensation Management		2	Case study	2	
	Employees - Employers Relations		2	Case study	2	
	Protection and improvement of working and living conditions of employees		2	Case study	2	
	ECONOMICS AND ORGANIZATION OF HUMAN RESOURCE MANAGEMENT:		2	Case study	2	
	INTERNATIONAL ASPECTS OF HUMAN RESOURCES MANAGEMENT: International Human Resource Mobility,		2	Case study	2	
	The human resource function in multinational corporations. Managers in multinational corporations.		2	Case study	2	
Format of instruction	X lectures X seminars and workshops X exercises ☐ on line in entirety X partial e-learning ☐ field work		X independent assignments ☐ multimedia ☐ laboratory ☐ work with mentor ☐ (other)			
Student responsibilities	Attending classes regularly: lectures min. 50%; exercises and seminars min. 70%.					
Screening student work (name the proportion of ECTS credits for each activity so that the total number of	Class attendance	0,5	Research		Practical training	
	Experimental work		Report	0,5	Assignments	1,5
	Essay		Seminar essay			

ECTS credits is equal to the ECTS value of the course)	Tests	2,5	Oral exam		(Other)	
	Written exam	5*	Project		(Other)	
Grading and evaluating student work in class and at the final exam	During semester, two tests (theoretical part of the exam) will be organized, each carrying maximum 50 points. Practical part of the course will be checked through 2 assignments, each max. 20 points, and by preparing a report or critical presentation of a book (which will carry maximum 40 points). Based on direct activities in exercises and active participation in self-evaluation activities, student can achieve up to 20 points. If student earns at least 120 points during the course, with at least 3 assignments (and at least 60 points from assignments) and achieves in total at least 60 points from the tests (and at least 25 points in each test), it will be considered that he/she has passed the exam and will be offered an appropriate grade.					
	The rating scale and the corresponding grades are calculated according to the following scale:					
	120-135 satisfactory (2) 136-150 good (3) 151-165 very good (4) 166-200 excellent (5)					
	A student is required to read at least one of the books on the list of additional literature or another book in agreement with the subject teacher as a precondition to access to the exam. The proof for that may be a written report or a critical review of a book, or it will be checked on the exam itself.					
	*If a student does not collect 120 points during the course (or does not meet any of the other criteria required for taking the exam in the pre-session), he/she accesses a written exam consisting of a theoretical part (maximum 50 points) and a practical part with two assignments (maximum 25 points). To pass the exam, student must achieve at least 25 points from the theoretical part and at least 13 points from the practical part of the exam and in total minimum 40 points.					
	The score is multiplied by the weight of 2 points for the theoretical part and by the weight of 4 for points from the practical part, and the grade is formed according to the scale presented above.					
Required literature (available in the library and via other media)	Title			Number of copies in the library	Availability via other media	
	Bahtijarević-Šiber, F.: <i>Management ljudskih potencijala</i> , Golden Marketing, Zagreb, 1999.					
	Walton, J, <i>Strategic Human Resource Development</i> , Prentice Hall, London, 1999.					
	Web pages: Strateški menadžment ljudskih resursa, by Srećko Goić: (https://moodle.efst.hr)			X	Web	
Optional literature (at the time of submission of study programme proposal)	Bahtijarević-Šiber, F.: <i>Strateški management ljudskih potencijala</i> , Školska knjiga, Zagreb, 2014. Boxall, P.; Purcell, J.: <i>Strategy and Human Resource Management</i> , Palgrave, New York, 2008. Buble, M. (ur.): <i>Strategijski management</i> , Ekonomski fakultet Split, Split, 1997. Goic, S.; Jones, D.: <i>Do innovative workplace practices foster mutual gains? Evidence from Croatia</i> , in T. Kato (ed.): Advances in the Economic Analysis of Participatory & Labor-Managed Firms , Volume 11, Emerald Group Publishing Limited, 2010, pp. 23 – 68. Goic, S.: <i>Employee Financial Participation in Croatian Enterprises: A Recent Study</i> . Global Business & Economics Anthology . II, 1, 2011; pp. 244-254. Gratton, L. (et al.): <i>Strategic human resource management : corporate rhetoric and human reality</i> , Oxford University Press, Oxford, 1999. Marušić, S.: <i>Upravljanje ljudskim potencijalima</i> , ADECO - Ekonomski institut, Zagreb, 2001.					

	Noe, R.A.; Hollenbeck, J.R.; Gerhart, B.; Wright, P.M.: <i>Menadžment Ljudskih potencijala</i> , Mate, Zagreb, 2006. Stacey, Ralph D.: <i>Strateški menadžment i organizacija dinamika</i> , Mate, Zagreb, 1997.
Quality assurance methods that ensure the acquisition of exit competences	Registering students' participation and success in carrying out of their duties (lecturer). Monitoring lectures and practice sessions (Vice Dean for Education). Students' Performance analysis in each course (Vice Dean for Education). Student questionnaire on the quality of lecturers and lessons for each course (University of Split, Quality Assurance Centre) Examination is used as an instrument to evaluate individual course outcomes by the course lecturer. The content of exam is reassessed periodically in order to assure compliance with the course outcomes.
Other (as the proposer wishes to add)	