



Faculty of Economics and Business, University of Debrecen

2020 (Spring), 2nd semester

Institute: Institute of Management and Organisation Sciences

Program: Management and Organization PhD

Course title and Neptun-code: Management Organisation and Human Resource Management
TA-GSZT-AA05

Classes: 28 (lectures)

Course credit value: 4

Prerequisites: -

1. INSTRUCTORS:

György Norbert SZABADOS, associate professor (szabados.gyorgy@econ.unideb.hu, room 13 Fényház, GTK)

Krisztina DAJNOKI associate professor (dajnoki.krisztina@econ.unideb.hu, Room 9, Fényház, GTK)

2. COURSE GOALS:

The objective of the course is to get students familiar with the Management and Human Resource Management discipline and to learn ways of its adaptation, application. Mainly a research oriented approach will be emphasized.

Students of the course will learn about the following topics: Managing and the manager's job, History of management, An Insight into Decision Making, Managing workgroups and teams, Social responsibility and organizations, the role and importance of HRM, functions and challenges; Trends in the international HRM; HR strategy, Content of traditional and new HR functions, practice of different HR activities by case studies; Managerial research methods (case study) and together with writing and presenting a managerial article. We empower and prepare students to hold presentations and carry out even private examinations in the scientific field.

3. COURSE SCHEDULE:

Occassions	Topic	Lecture/Seminar/Readings, assignments
11 February	<i>Managing and the manager's job, History of management, An Insight into Decision Making,</i>	Lecture - György Norbert Szabados
13 February	<i>Managing workgroups and teams, Social responsibility and organizations</i>	Lecture - György Norbert Szabados
20 February	<i>Managerial research methods (for example case study), writing and presenting a managerial article.</i>	Lecture - György Norbert Szabados
17 March	<i>The role and importance of HRM, functions and challenges; Trends in the international HRM; HR strategy</i>	Lecture and seminar - Krisztina Dajnoki
2z March	<i>Case studies in the fields of HR functions</i>	Lecture and seminar - Krisztina Dajnoki

7 May	Presenting and defending a private, topic related article-proposal	Lecture - Krisztina Dajnoki - György Norbert Szabados
14 May	Presenting and defending a private, topic related article-proposal	Lecture - Krisztina Dajnoki - György Norbert Szabados

4. COURSE AND EXAM REQUIREMENTS:

Students will be awaited to prepare article proposals related to a managerial or a human resource management topic, and to present and defend it at the last meeting. Based on the performance, a final grade will be offered.

5. ASSESSMENT AND GRADING:

colloquium

6. COMPULSORY READINGS:

Ricky W. Griffin (2012): Management. 11th ed. South-Western Cengage Learning.

Armstrong, Michael (2014): „Armstrong’s Handbook of Human Resource Management Practice”

Kogan Page Publishers, London and Philadelphia, 13th edition pp.1-402.p.

(https://otgo.tehran.ir/Portals/0/pdf/Armstrong%27s%20Handbook%20of%20Human%20Resource%20Management%20Practice_1.pdf)

7. RECOMMENDED READINGS:

Stephen B. Robbins-Mary Coulter (2012): Management. 11th Ed. Prentice Hall, Pearson.

Dessler, Gary (2013): „Human Resource Management” Pearson Education, Prentice Hall, 692.p.

8. OTHER:

Debrecen, 11 February, 2020.

*György Norbert Szabados, PhD, habil
associate professor*

*Krisztina Dajnoki, PhD, habil.
associate professor*

The Regulation of Studies and Examinations and the Code of Ethics of the University of Debrecen apply to all questions related to the course and requirements.