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| **UNIVERSITY OF NIŠ** | | | | | | |
| **Course Unit Descriptor** | | **Faculty** | | | Faculty of Occupational Safety in Niš | |
| **GENERAL INFORMATION** | | | | | | |
| Study program | | | | Environmental Engineering | | |
| Study Module (if applicable) | | | | / | | |
| Course title | | | | Human Resource Management and Development | | |
| Level of study | | | | ☐Bachelor ☒ Master’s ☐ Doctoral | | |
| Type of course | | | | ☐ Obligatory ☒ Elective | | |
| Semester | | | | ☐ Autumn ☒Spring | | |
| Year of study | | | | I | | |
| Number of ECTS allocated | | | | 4 | | |
| Name of lecturer/lecturers | | | | Vesna Nikolić | | |
| Teaching mode | | | | ☒Lectures ☐Group tutorials ☐ Individual tutorials  ☐Laboratory work ☐ Project work ☒ Seminar  ☐Distance learning ☐ Blended learning ☐ Other | | |
| **PURPOSE AND OVERVIEW (max. 5 sentences)** | | | | | | |
| *Understanding basic theoretical terms of human resource management and development and understanding their interrelatedness and influence. Acquiring knowledge and ability for efficient action for human resource development in safety management. Developing critical consideration of various aspects of human resource management and development. Recognising basic features of human resource development in the field of safety both nationally and internationally. Possession of a developed knowledge system about modern concepts, strategies, and possibilities of human resource management; knowledge and ability for efficient action for human resource development in occupational and environmental safety system.* | | | | | | |
| **SYLLABUS (brief outline and summary of topics, max. 10 sentences)** | | | | | | |
| Basic terms, features, and functions of human resource management. Strategic human resource management – term, formulation, implementation, evaluation, and auditing. Human resource management and development – theoretical and historical, legal‐ethical, and other foundations. Human resource planning. Work analysis and design. Staffing. Human resource development – employee socialization and orientation, performance, and motivation. Education and training. Employee career development. Safety and health of employees, emergencies in communal systems within the human resource management discourse. Management of human resource development (assessment and evaluation of successfulness, relationships, organizational learning). Different conceptions of human resource development. Modern organisation as the space for human resource development (training, learning, evaluation of employees’ performance, organizational learning, organizational culture, design of a learning organization, implications for education). Global changes and future human resource development. | | | | | | |
| **LANGUAGE OF INSTRUCTION** | | | | | | |
| ☒Serbian (complete course) ☐ English (complete course) ☐ Other \_\_\_\_\_\_\_\_\_\_\_\_\_ (complete course)  ☐Serbian with English mentoring ☐Serbian with other mentoring \_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | |
| **ASSESSMENT METHODS AND CRITERIA** | | | | | | |
| **Pre exam duties** | **60** | | **Final exam** | | | **40** |
| **Activity during lectures** | **10** | | **Written examination** | | |  |
| **Practical teaching** | **20** | | **Oral examination** | | | **40** |
| **Teaching colloquia** | **15+15** | | **OVERALL SUM** | | | **100** |
| **\*Final examination mark is formed in accordance with the Institutional documents** | | | | | | |