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| **UNIVERSITY OF NIŠ** | | | | | | | | |
| **Course Unit Descriptor** | | | **Faculty** | | Faculty of Mechanical Engineering | | | |
| **GENERAL INFORMATION** | | | | | | | | |
| Study Program | **Engineering Management** | | | | | | | |
| Study Module (if applicable) | - | | | | | | | |
| Course Title | Human resource management | | | | | | | |
| Level of Study | ☒Bachelor | | | ☐ Master’s | | | | ☐ Doctoral |
| Type of Course | ☒ Obligatory | | | ☐ Elective | | | | |
| Semester | ☐ Autumn | | | ☒ Spring | | | | |
| Year of Study | II | | | | | | | |
| Number of ECTS Allocated | 6 | | | | | | | |
| Name of Lecturer/Lecturers | Miloš D. Milovančević, Vidoje S. Stefanović | | | | | | | |
| Teaching Mode | ☒ Lectures | | | ☐ Group tutorials | | | | ☐ Individual tutorials |
| ☒ Laboratory work | | | ☒ Project work | | | | ☒ Seminar |
| ☐ Distance learning | | | ☐ Blended learning | | | | ☐ Other |
| **Purpose and Overview (max. 5 sentences)** | | | | | | | | |
| *The acquisition of basic knowledge of paradigms, methods, techniques, strategies, of human resource management and familiarizing students with the role and importance of human resources in the work processes. It is also goal of the course a general introduction to all the factors that determine the behaviour of employees and identify the possibilities for their optimal functioning.* | | | | | | | | |
| **Syllabus (brief outline and summary of topics, max. 10 sentences)** | | | | | | | | |
| Approaches to the management of human resources, importance and role of human resource management, planning and acceptance of human resources, selection of human resources in the organization; Organizational design; Organizational climate and culture; The personality traits of managers, emotional intelligence; Motivation for work, External and internal motivation, tangible and intangible motivation; Conflicts in the organization, decision making, teamwork, stress in the organization, Career Development, Politics and methods of education personnel, Preparing managers, managerial qualities and treatment managers, Options stimulation manager, Human Resources and Communications, ability to improve interpersonal relationships, conflicts and possibilities of their reduction, improvement of creativity options | | | | | | | | |
| **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** | | **Points** | **Final Exam** | | | **Points** | | |
| **Activity During Lectures** | | **5** | **Written Examination** | | | **50** | | |
| **Practical Teaching** | | **10** | **Oral Examination** | | | **Max. 35 (depending on Teaching Colloquia)** | | |
| **Teaching Colloquia** | | **35** | **Overall Sum** | | | **100** | | |
| **\*Final examination mark is formed in accordance with the Institutional documents** | | | | | | | | |