



LITHUANIAN SPORTS UNIVERSITY

STUDY MODULE PROGRAMME (SMP)

Module Code	S	189	B	080	Accredited until	2017	06	01	Renewal date
	Branch of Science		Progr.	Registr. №.					

Entitlement

Human Resource Management

Prerequisites

Management and law of business

Course (module) Learning Outcomes

№.	Learning Outcomes	Teaching / Learning Methods	Assessment Methods
1	Socially responsibly apply the main activity and entrepreneurial principles of tourism and leisure organizations, and plan and manage resources in leisure organizations and activities	Discussion, Formal lecture	Case analysis (study), Mid-term examination
2	Take responsibility for carrying out various tasks and applying leadership principles while working in interdisciplinary teams	Case analysis (Case study), Formal lecture, Group work, Seminar	Case analysis (study), Group work, Reporting for practice work
3	Plan and organize team work in the learning process and professional activities providing tourism, recreation and leisure services and carrying out projects and events	Discussion, Formal lecture, Seminar	Group work
4	Prepare oral and written public reports, participate in discussions and express their own thoughts convincingly	Discussion, Formal lecture, Practical exercises (tasks), Role play	Essay, Oral presentation
5	Evaluate factors determining the behaviours of consumers organizations, manage conflicts, select and apply various marketing strategies while providing tourism and leisure services and planning projects	Case analysis (Case study), Formal lecture, Literature analysis	Mid-term examination, Seminar
6	Responsibly plan and manage their own and others' time organizing and conducting recreation and leisure services, events or projects	Case analysis (Case study), Discussion, Seminar	Individual work, Mid-term examination
7	Apply a variety of communication tools required for effective cooperation in the leisure sector or in the communication conveying ideas, information or problems	Case analysis (Case study), Discussion, Formal lecture, Seminar	Oral presentation, Poster session
8	Create a culture of teamwork, be able to work in a team and delegate tasks by the roles people perform in the organization; apply ethical principles in the communication process	Group work, Role play	Group work, Reflection on action
9	Objectively behave in conflict situations, creatively solve problems within the organization and working with customers and partners	Discussion, Problem-based learning	Essay, Peer-assessment, Reflection on action
10	Know the basics of economy and management, key areas of business administration (marketing, finance, operation management, personnel management), business law, strategic management; business infrastructure; small business management	Case analysis (Case study), Discussion, Formal lecture, Seminar	Group work, Individual work, Mid-term examination

No.	Learning Outcomes	Teaching / Learning Methods	Assessment Methods
11	Rational allocate resources and apply total quality management methods	Formal lecture, Seminar	Mid-term examination
12	Apply the principles of leadership in practice by taking the initiative and responsibility in demonstrating entrepreneurial skills	Discussion, Group work, Reflection on action	Case analysis (study), Essay, Seminar

Main aim

To help understand the organization's human resource management system as well as develop skills which will allow self-management solutions required in performing human resource management functions

Summary

The module analyzes concept and the specificity of human resources, individual differences that determine the behavior of employees in the organization. Topic discussed teamwork as HR management tool and shows the importance of employee communication in the organization. After a discussion of the principles of HRM are analyzed the main human resource management procedures: planning, recruitment and selection, training and development, evaluation and rewards, career management, and motivation. Also module is disclosed the importance of positive human relationships in HRM and analyzes the practical aspects of business communication

Level of module

Level of programme		Subject group (under the regulation of the area)
Cycle	Type	
First	Bachelor	Mokslo srities pagrindu

Group under financial classification

Syllabus

No.	Sections and themes	Responsible lecturer
1.	Human resource management concepts and procedures in the modern environment	413 doc. dr. Vilija Bitė Fominienė
2.	Human Resource Selection (planning, recruitment, selection, adaptation)	413 doc. dr. Vilija Bitė Fominienė
3.	Employee motivation and reward systems	413 doc. dr. Vilija Bitė Fominienė
4.	Employee performance evaluation	413 doc. dr. Vilija Bitė Fominienė
5.	Employee career management	798 lekt. Kristina Mejerytė-Narkevičienė
6.	Human resource training and development	798 lekt. Kristina Mejerytė-Narkevičienė
7.	Human relations	995 prof. dr. Jolita Vveinhardt
8.	Business communication	413 doc. dr. Vilija Bitė Fominienė

Evaluation procedure of knowledge and abilities:

References

No.	Title	Edition in Lithuanian Sports University library		In Lithuanian Sports University bookstore	Number of ex. in the methodical cabinet of the depart.
		Pressmark	Number of exemplars		
1.	A. Šalčius, I. Šarkiūnaitė. (2011). Žmogiškųjų išteklių valdymas : mokomoji knyga. Vilnius	65 Ša46	3	No	
2.	I. Bakanauskienė. (2008). Personalo valdymas : vadovėlis. Kaunas	65 Ba-164	2	No	
3.	A. Stankevičienė, L. Lobanova. (2006). Personalo vadyba organizacijos sistemoje : mokomoji knyga . Vilnius	331 St74	5	No	

№.	Title	Edition in Lithuanian Sports University library		In Lithuanian Sports University bookstore	Number of ex. in the methodical cabinet of the depart.
		Pressmark	Number of exemplars		
4.	P. Chelladurai (2006). Human resource management in sport and recreation. Champaign, IL: Human Kinetics.	796.06 Ch258	1	No	

Additional literature

No.	Title
1.	T.Taylor, A. Doherty, P. McGraw (2008). Managing people in sport organizations : a strategic human resource management perspective. Amsterdam : Elsevier
2.	Korsakienė, R., Lobanova, L., Stankevičienė, A. (2011). Žmogiškųjų išteklių valdymo strategijos ir procedūros. Vilnius: Technika
3.	Vveinhardt, J., Žukauskas, P.(2012). Mobingas darbuotojų santykiuose: individas, organizacija, sociumas. – Kaunas: VDU leidykla,
4.	Mažeikienė, A., peleckis, K. (2011). Verslo derybos. Vilnius
5.	Diržytė, A., Sondaitė, J. ir kt. (2012). Verslo psichologija. Vilnius
6.	Mikalauskas, R.; Jasinskas, E.; Valantinė, I.; Fominienė, V. B.; Vojtovic, S. Factors affecting competitiveness of services provided by sports clubs: a case of Kaunas city sports clubs // Transformations in Business & Economics / 2013, 12, 2B(29B), 406-420
7.	Švagždienė, B.; Jasinskas, E.; Fominienė, V. B.; Mikalauskas, R. (2013). The situation of learning and prospects for improvement in a tourism organization // Engineering economics=Inžinerinė ekonomika, vol. 24, no. 2, p. 126-134.
8.	Fominienė, Vilija Bitė; Bulotienė, Daiva; Mikalauskas, Rimantas. Coaches' loyalty importance on the organizations providing with recreational sport service // LASE Journal of Sport Science. Riga : Latvian Academy of Sport Education. ISSN 1691-7669. 2013, vol. 4, no. 1, p. 62-72.

Coordinating lecturer

Position	Degree, surname, name	Schedule №.
Associate Professor	Assoc. Prof. Dr. Vilija Bitė Fominienė	413

Subdivision

Entitlement	Code
a	1007

Study module teaching form №. 1

Semester		Mode of studies	Structure				Total hours	Credits
			Lectures	Pract.	Lab.	Ind. work		
A	S	D	22	26	0	212	260	10

Languages of instruction:

Lithuanian	L	English	E	Russian	R	French	F	German	G	Other	Other
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Plan of in-class hours

№. of Themes	Academic hours			№. of Themes	Academic hours		
	Lectures	P	L		Lectures	P	L
				Total:	0	0	0

Schedule of individual work tasks and their influence on final grade

[illegible]

[illegible]

Semester		Mode of studies	Structure				Total hours	Credits
			Lectures	Pract.	Lab.	Ind. work		
A	S	N	11	13	0	236	260	10

Lithuanian	L	English	E	Russian	R	French	F	German	G	Other	Oth.
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№. of Themes	Academic hours			№. of Themes	Academic hours		
	Lectures	P	L		Lectures	P	L
				Total:	0	0	0

[illegible]

Semester		Mode of studies	Structure				Total hours	Credits
			Lectures	Pract.	Lab.	Ind. work		
A	S	N	6	7	0	117	130	5

Lithuanian	L	English	E	Russian	R	French	F	German	G	Other	Oth.
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№. of Themes	Academic hours			№. of Themes	Academic hours		
	Lectures	P	L		Lectures	P	L
				Total:	0	0	0

	№. of syllabus	Total hours	Influence on grade, %	Week of presentment of task (*) and reporting (o)																
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-20
Total:	-	0	0																	