



# LITHUANIAN SPORTS UNIVERSITY

## STUDY MODULE PROGRAMME (SMP)

Module Code	S	189	B	079	Accredited until	2017	06	01	Renewal date		
	Branch of Science		Progr.	Registr. №.							

Entitlement

Human Resource Management

Prerequisites

Business Management and Business Law

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

№.	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 analyses the concept and specifics of human resources and the differences of individuals as a HR component, that determine the behaviour of employees in an organization; the module deals with teamwork as HR management tool and it shows the importance of employee communication in an organization to their activities. After having provided the information on the principles of HRM, the module analyses the main principles of human resource management procedures: planning, recruitment, training and education, assessment and reward, employee career management and motivation. The module discloses the importance of positive human relations to personnel management and analyses 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

№.	Sections and themes	Responsible lecturer
1.	Modern concept of Human Resources and their management in modern organization	413 doc. dr. Vilija Bitė Fominienė
2.	Individuals and their differences in the organization	413 doc. dr. Vilija Bitė Fominienė
3.	Team/group work in the organization as an important characteristic of HRM	413 doc. dr. Vilija Bitė Fominienė
4.	Social communication in the organization and	413 doc. dr. Vilija Bitė Fominienė
5.	Human resource management concepts and procedures in contemporary environment	413 doc. dr. Vilija Bitė Fominienė

#### Evaluation procedure of knowledge and abilities:

Ten grade criterion scale and summative evaluation system are applied. The semester's individual work tasks are evaluated by grades; the final grade is given during the examination session while multiplying particular grades by the lever coefficient and summing up the products.

#### References

№.	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	
5.	S.P. Robbins(2007). Organizacinės elgsenos pagrindai. Kaunas	65 Ro-03	6	No	

Additional literature

№.	Title
1.	T.Taylor, A. Doherty, P. McGraw (2008). Managing people in sport organizations : a strategic human resource management perspective. Amsterdam : Elsevier
2.	V. Baršauskienė, J. Almonaitienė, R. Lekavičienė, D. Antinienė (2010). Žmonių santykiai organizacijose : vadovėlis . Kaunas : Technologija
3.	S. Raižienė, A. Endriulaitienė. (2007). Organizacinė psichologija : komandų formavimo principai . Kaunas : Vytauto Didžiojo universitetas
4.	V. Šilingienė (2012). Lyderystė. Kaunas: Technologija
5.	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.

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	12	12	0	106	130	5

Languages of instruction:

Lithuanian	L	English	E	Russian	R	French	F	German	G	Other	Oth.
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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			

Schedule of individual work tasks and their influence on final grade

	№. 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
Colloquium	1-5	35	40	*															0	
Essay	1-4	50	40		*												0			
Accounting for practice sessions	3-4	21	20				*											0		
Total:	-	106	100																	

Study module teaching form №. 2

