

LITHUANIAN SPORTS UNIVERSITY

STUDY MODULE PROGRAMME (SMP)

Module Code	S	189	В	079	Accredited	2017	06	01	Ren	ewal d	late
Wiodule Code	Brancl	n of Science	Progr.	Registr. №.	until	2017	00	U1			

Entitlement

Human Resource Management

Prerequisites

Business Management and Business Law
Course (module) Learning Outcomes

Co	urse (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, Midterm 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		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

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Cycle	Type	Subject group (under the regulation of the area)
First	Bachelor	Mokslo srities pagrindų

Group under financial classification

Syllabus

№.	Sections and themes	Responsible lecturer
1.	Moderm 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

			Lithuanian ersity library	In Lithuanian	Number of ex. in the
№.	Title	Pressmark	Number of exemplars	d .	methodical cabinet of the depart.
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	

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4.	P. Chelladurai (200 management in spo Champaign, IL: Hu	rt and recreatio man Kinetics.	n.	796.06 Ch258		1				No					
5.	S.P. Robbins(2007) pagrindai. kaunas	. Organizacinės	65 Ro-0)3	6				No						
Ad	ditional literature														
№.	Title														
1.	T.Taylor, A. Doher resource manageme	nt perspective.	Amsterdam	: Elsevier											
2. V. Baršauskienė, J. Almonaitienė, R. Lekavičienė, D. Antinienė (2010). Žmonių santykiai organizacijose vadovėlis . Kaunas : Technologija										se					
3. S. Raižienė, A. Endriulaitienė. (2007). Organizacinė psichologija :komandų formavimo principai . Kaunas : Vytauto Didžiojo universitetas											nas				
4.															
					V. B.	; V	ojtov	vic	, S.]	actors	affect	ing			
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 // Transforma										mati	ons			
	in Business & Econ	omics / 2013, 1	(2, 2B(29B))	, 406-420.					•	•					
Co	ordinating lecturer														
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