

STUDY SUBJECT DESCRIPTION
HUMAN RESOURCES MANAGEMENT

Title of Study Programme and Code	Type (compulsory/optional)	Cycle	Year of study when the component is delivered (if applicable)
<i>BUSINESS MANAGEMENT AND INNOVATIONS</i>	Compulsory	1 st	2 nd year
Semester/trimester when the component is delivered	Number of ECTS credits allocated	Language of instruction	Mode of delivery (face-to-face/e- learning/...)
4 rd	5 ECTS	Lithuanian, English	face-to-face, e-learning
Learning outcomes		Study methods	Assessment methods
<p>After completion of the study subject, a student should be able:</p> <p>LO 1 To know the principles of human resources management and the need to manage the organization.</p> <p>LO 2 To understand the political-legal, social and economic environment of Lithuania and its influence on the management of people.</p> <p>LO 3 To perform job analysis and assess people's needs in the company. To plan the need for people in the company, assemble a team, selecting the most suitable people.</p> <p>LO 4 To create a positive internal environment that motivates employees. To delegate tasks and take responsibility for delegated tasks.</p> <p>LO 5 To work in a team, motivate other team members, take responsibility for the entire team's activities.</p>		<p>Experiential teaching methods, interactive lecture, practical work, analysis of problem situations, independent study of literature, active learning methods.</p>	<p>Test, term work, exam.</p>
Prerequisites (these courses must have successfully completed before she/he can take this course)			
Management			
Course content			
<ol style="list-style-type: none"> 1. The concept of human resource management, the factors influencing it. 2. Functions, development and perspectives of human resource management. 3. Human resource management environment. The internal environment of the organization, its impact on people's motivation. 4. Human resource management strategy in the transport and logistics business. 5. Job analysis, job and human resource accounting. 6. Human resource needs assessment, recruitment, search sources. 			

7. People search, selection, recruitment, adaptation.
8. Assessing people's work and achievements.
9. People education, training, career planning.
10. Dismissal.
11. Management tool system. Organization of human resources management service.

Recommended or required reading and other learning resources/tools

1. Bowling, M. (2022).PHR Study Guide 2023-2024 - 3 Full-Length Practice Tests, Secrets Prep Book for the HRCI PHR Certification Exam: [5th Edition]. Mometrix Media LLC
2. Bakanauskienė I. (2018). Personalo valdymas. Kaunas: VDU leidykla.
3. Steven M. Bragg. (2020). Payroll Management. SAGE Publications Ltd.
4. Nick Wilton. (2010). Introduction to Human Resource Management. SAGE Publications Ltd
5. Armstrong, S., Mitchell, B. (2019). A Quick and Handy Resource for Manager or HR. Weiser.