

|  |                |
|--|----------------|
| <b>1. Course (module) name</b>           | <b>2. Code</b> |
| Leadership and Human Resource Management |                |

|                        |                       |
|------------------------|-----------------------|
| <b>3. Lecturer (s)</b> | <b>4. Division(s)</b> |
|                        |                       |

|                            |                                  |                                |
|----------------------------|----------------------------------|--------------------------------|
| <b>5. Cycle of studies</b> | <b>6. Course (module) level</b>  | <b>7. Course (module) type</b> |
| First                      | Course is not divided into parts | Mandatory                      |

|                         |                           |                                  |
|-------------------------|---------------------------|----------------------------------|
| <b>8. Delivery form</b> | <b>9. Delivery period</b> | <b>10. Delivery language (s)</b> |
| Full-time               | Semester 2                | English                          |

| <b>11. Requirements for students</b> |  |
|--------------------------------------|--|
| <b>Preliminary requirements:</b>     | <b>Associated requirements (if any):</b> |
| -                                    | -  |

|   |   |                               |                                   |
|---|---|-------------------------------|-----------------------------------|
| <b>12. Scope of course (module) in ECTS credits</b> | <b>13. Full workload of a student (hours)</b> | <b>14. Contact work hours</b> | <b>15. Independent work hours</b> |
| 6   | 160   | 40                            | 120                               |

| <b>16. Course (module) purpose: competences developer by the course programme</b>  |
|--|
| <p>Subject objective:</p> <ul style="list-style-type: none"> <li>to provide students with knowledge of leadership and modern human resource management strategies, concepts of policy, human resource management models, methods and systems;</li> <li>to build the skills of using the leadership and human resources management (hereinafter the HR management) techniques in practice.</li> </ul> |

| <b>17. Relation of the course targets with the expected results of studies and evaluation methods of studies and student achievement</b>                        |   |   |   |
|---|---|---|---|
| <b>Results (targets) of the course</b>  | <b>Results of the course</b>  | <b>Methods of studies</b>   | <b>Evaluation methods of academic achievements</b>        |
| Students have to be able to apply the managerial models practically planning and implementing projects in the aviation business, focusing and motivating teams. | Students will learn to explain the concepts of human resource management, described the nature of human resources management, the evolution of human resources management, the modern strategies and policies of human resource management, to clarify the systematic instruments of the modern human resource management system. | Problem teaching, active teaching (learning) methods (brainstorming, group discussion). | Test (closed-ended questions), Assessment of presentation |
|   | Students will learn to describe the role of organisations in modern society, classification of organisations by different attributes, and the role of their variety for the human resource management, explain the impact of external environment on human resource management, understand and be able to apply the corporate     | Situation modelling, research methods (information retrieval, report preparation).      | Test (closed-ended questions), Assessment of presentation |

|  |   |   |   |
|--|---|---|---|
|  | culture to the efficient use of human resources   |   |   |
|  | Students will demonstrate knowledge of the sources and methods of the recruitment of candidates, be able to analyse the situation of the labour market, to identify the concepts of testing applied candidates to vacancies, including the significance and reliability of practical tests, will be able to explain the advantages and shortcomings of the biography analysis, verification of references and the services provided information about employee. | Situation analysis on the basis of practical examples.  | Test (closed-ended questions), Assessment of presentation |
|  | Students will learn to describe employee training (continuing education), to discuss the methods for determining the need for staff training, explain shortcomings and advantages of training methods of different employees.   | Situation modelling, research methods (information retrieval, report preparation). Situation analysis on the basis of practical examples. | Test (closed-ended questions), Assessment of presentation |
|  | Students will learn to describe the substance matter of content and educational motivation theories, understand the role of personality (individual) characteristics, when selecting motivators, to know and be able to apply the employee motivation tools.  | Problem teaching, active teaching (learning) methods (brainstorming, group discussion), situation analysis based on practical examples    | Test (closed-ended questions), Assessment of presentation |
|  | Students will learn to explain the purpose of staff assessment, to answer the question what the criteria for assessors (committees) should be, to discuss the advantages and shortcomings of various employee assessment methods, to explain how to make rational decisions regarding the evaluation (assessment) results.  | Situation modelling, research methods (information retrieval, report preparation). Situation analysis on the basis of practical examples. | Test (closed-ended questions), Assessment of presentation |
|  | Students will learn to explain the basic factors determining the level of wages, list and describe each of the main benefits to be expected from employers.   | Situation analysis on the basis of practical examples.  | Test (closed-ended questions), Assessment of presentation |
|  | Students will become familiar with the labour relationship management capabilities and basic legal provisions, will be  | Problem teaching, active teaching (learning) methods (brainstorming, group discussion), situation   | Test (closed-ended questions), Assessment of presentation |

|  |   |   |   |
|--|---|---|---|
|  | able to describe the principles of establishment of trade unions and drafting of collective agreements, will learn about the basic stages of drafting the collective agreement, fundamental aspects of dismissal alternatives and their legal background.   | analysis based on practical examples  |   |
|  | Students will familiarise themselves with the most important laws of equal employment opportunities, matters of discrimination based on age, race, gender, nationality, religion etc., will be able to explain the main methods of defence against accusations of discrimination, illegal worker recruitment methods, while illegally competing in the market and discriminating other market participants. | Problem teaching, Active teaching (learning) methods (brainstorming, group discussion). | Test (closed-ended questions), Assessment of presentation |
|  | Students will learn about the distance and mixed learning principles, will be able to explain the link between distance and mixed learning principles, will analyse the segments of the employees to which the distance and mixed learning can be applied, will understand and can explain the principles of employee suitability and selection for work in a virtual organization.                         | Problem teaching, Active teaching (learning) methods (brainstorming, group discussion). | Test (closed-ended questions), Assessment of presentation |

| <b>18. Strategy and criteria of student assessment</b>       |                 |   |  |
|--|-----------------|---|--|
| <b>Assessment method</b>                                     | <b>Per cent</b> | <b>Delivery time</b>                      | <b>Evaluation criteria</b>   |
| First interim test (test in the Moodle information system).  | 20%             | Start of the second month of the semester | The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.2  |
| Second interim test (test in the Moodle information system). | 25%             | Start of the third month of the semester  | The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.25 |
| Examination (test in the Moodle information system).         | 55%             | Session                                   | The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.55 |