



Syllabus of Module

8. Human Resource Management and Strategy in Public Administration

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Module Annotation

Human resources are an indispensable component for an organisation to incorporate into its strategic plans and objectives. Managing people is different from managing other organisational units. Management is understood here as the practical application of knowledge from individual social science disciplines such as sociology, psychology, economics, etc. The definition of management must be seen in the context of the evolution of views on it. Historically, three groups of problems emerged, which the definition highlights. These are people management, the specific functions performed by managers and the subject of study and its purpose. In public administration, there are additional specifics in the area of personnel management that significantly affect the management of people. The tasks of human resource management are accomplished through HR activities, which represent the executive part of HR work. People are a very precious resource that determines the prosperity and competitiveness of an organisation. For the sake of completeness, here are the key personnel activities.

- We encounter a large number of different concepts, mostly in the following form:
- Job creation and analysis
- Personnel planning
- Recruitment, selection and hiring
- Worker evaluation
- Remuneration
- Staff training
- Motivating workers
- Care for workers
- Personnel information system
- Compliance with labour and employment laws.

Module Objective

The aim of this module is to become acquainted with the basic activities of human potential management in an organisation with emphasis on the specifics of the public administration environment. The aim is fulfilled mainly by explaining the managerial procedures in managing people in specific conditions of public administration institutions. After completing the course, the student should be able to apply the learned technological management procedures to the specific organisational environment of a public administration institution in practice.

Literature

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