



Syllabus of Module

8. Modern Methods in Personnel Management

Lecturer: Ing. Yvona Charouzová, DBA

Module Annotation

The module contains both classic elements of human resource management (see required and recommended literature) and the most modern trends that are progressively introduced in global companies. After completing this module, students should take away both knowledge of specific methods and techniques in the field of personnel management and the ability to critically assess these new methods and trends and, if necessary, selectively implement them in their working life.

Module Objective

The aim of the module is to introduce students to the most modern trends considered in the field of human resource management, which appear in the thinking of foreign HR professionals and major consultancies. In contrast to studies based on purely academic basic research, these considered trends have potentially more interesting and easier to imagine application effects for students. The material does not aspire to be exhaustive and complete (nor is this possible in principle), but rather it is a kind of curriculum serving as a stepping stone for students in the options they choose for their own further development or the development of the companies in which they work. After studying the provided materials, the teaching will take the form of a moderated discussion, during which the latest methods and trends will be discussed with the students both in terms of meaningfulness and applicability to the specific work areas in which the students themselves are most often involved.

Literature

1. ARMSTRONG, Michael and Stephen TAYLOR. Řízení lidských zdrojů: moderní pojetí a postupy : 13. vydání. Přeložil Martin ŠIKÝŘ. Prague: Grada Publishing, 2015. ISBN 978-80-247-5258-7.
2. HSIEH, Tony. Delivering Happiness: A Path to Profits, Passion, and Purpose. Hachette UK, 2010. ISBN 978-1-4555-0890-7
3. KOUBEK, Josef. Řízení lidských zdrojů: základy moderní personalistiky. 5., rozš. a dopl. vyd. Prague: Management Press, 2015. ISBN 978-80-7261-288-8.
4. SCHWARTZ, Barry. Why We Work. Simon and Schuster, 2015. ISBN 9781476784861
5. ULRICH, David. Nová éra řízení lidských zdrojů - ze servisu partnerem: šest kompetencí pro HR budoucnosti. Prague: Grada, 2014. ISBN 978-80-247-5090-3.