



Syllabus of Module

7. Strategic Human Resource Management

Lecturer: Ing. Yvona Charouzová, DBA

Module Annotation

The module covers the area of personnel management in an organization. The aim of the module is to get familiar with external and internal conditions of personnel management in an organization, its culture, climate and identification of employees with organization and work in relation to personnel management, specifics of international personnel management, personnel strategy, policy, personnel planning, motivation of workers, job satisfaction, stimulation of workers and trends in people management. The core of the module is a system of integrated personnel activities.

Module Objective

The goal of this module is to acquaint the participants with the importance and tasks of people management, with its resources, development and current conception and responsibility for personnel in the organization.

Literature

1. ANON., 2019. *Personnel Management: Definition, Nature, Role, HRM Vs Personnel Management*. *iEduNote*. Available from : <https://www.iedunote.com/personnel-management>

2. DESSLER, Gary, VARRKEY Biju, *Human Resource Management. Sixteenth Edition.* 2020. Pearson.. B.m.: Pearson Education. ISBN 978-93-5394-220-5.
3. ULRICH, Dave, David KRYSCYNSKI, Wayne BROCKBANK a Mike ULRICH, 2017. *Victory Through Organization: Why the War for Talent is Failing Your Company and What You Can Do About It.* 1st edition. New York: McGraw-Hill Education. ISBN 978-1-259-83764-7.
4. ULRICH, Dave, Jon YOUNGER, Wayne BROCKBANK a Mike ULRICH, 2012. *HR from the Outside In: Six Competencies for the Future of Human Resources.* 1st edition. New York: McGraw-Hill Education. ISBN 978-0-07-180266-6.