

Name of the program	Human Resources Management
Level	Master
Number of credits	120
Program Goals	<ul style="list-style-type: none"> • The program aims to educate professionals, with a broad range of theoretical and practical skills of analyzing HR processes in various contexts and ability to deliver this knowledge into practical work. After graduating the program students will have knowledge and skills to work as HR specialists/managers and HR consultants.
Program learning Outcomes are the following	<ol style="list-style-type: none"> I. Students describe the fundamental concepts of Organization, People management the correlation between business/ organizational goals and HR processes and policies. II. Students have sound knowledge in recruitment, learning & development, organizational development and design, organizational and change, strategic HRM, leadership and coaching and specific practical skills in each field. III. Students have HR competencies such as planning, relationship management, business acumen, developing policies and communication in order to deliver expected results within the organization. IV. Students are aware of ethical and professional standards and the HR role in organization to ensure non-discriminative and ethical organizational culture and environment. V. Students have consulting skills, can use research (quantitative and qualitative) skills to analyze, discover and solve business problems, VI. Students develop the project and prove its feasibility by quantitative and / or qualitative research with communication of its results. VII. Students work effectively with other people by understanding their skills, interpersonal and group interactions, cultural differences and own unique background, thus, create synergy effect in working process.

	VIII. Students produce clearly written analysis and deliver well organized, reasoned and persuasive oral presentations.
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Program Structure

	Name of the training course	ECTS	Total hours	Prerequisite for admission	Student training Load							Semester distribution of credits				
					Lecture	Working group to work Or practical Or laboratory	Mid-term exam	Final exam	Total contact	Independent work	I	II	III	IV		
Basic training courses																
N		60	Number of mandatory credits to be acquired in the relevant semester							I	II	III	IV			

	Compulsory training courses in the specialty										18	18	18	6
1.	Human Resource Management Theory and Practice	6	150	does not have	15	30	2	3	50	100	6			
2.	Organizational development	6	150	[6232] Human Resource Management Theory and Practice	15	30	2	3	50	100				6
3.	Organizational structure and design	6	150	does not have	15	30	2	3	50	100			6	
4.	Leadership: Theory and Practice	3	75	does not have	7	7	2	3	19	56	3			
5.	Strategic HRM and modern challenges	6	150	does not have	15	30	2	3	50	100		6		
6.	Personnel selection methods	6	150	does not have	15	30	2	3	50	100		6		
7.	Organizational Behavior and Change Management	6	150	[6232] Human Resource Management Theory and Practice	15	30	2	3	50	100			6	
8.	Transformational coaching	6	150	does not have	15	30	2	3	50	100			6	
9.	Labor legal relations	3	75	does not have	15	15	2	3	35	40	3			

10.	Applied Social Psychology	6	150	does not have	15	30	2	3	50	100	6			
11.	Performance management and control	6	150	does not have	15	30	2	3	50	75		6		
	Elective specialty training courses	12	Number of elective credits to be acquired in the respective semester								I	II	III	IV
												6		6
12.	Human resource management in public service	6	150	[6232] Human Resource Management Theory and Practice	15	30	2	3	50	100	6	6		
13.	Project Writing and Management (Logical Framework Model-LFA)	6	150	does not have	15	30	2	3	50	100	6	6		
14.	Conflict Management and Organizational Context	6	150	does not have	15	30	2	3	50	100	6	6		
15.	Practical course in strategic management	6	150	does not have	15	30	2	3	50	100	6	6		
16.	Positive Psychology	6	150	does not have	30	15	2	3	50	100	6	6		
17.	Psychology of achievement	6	150	does not have	15	30	2	3	50	100	6	6		

18.	Mediation and negotiations	6	150	does not have	15	30	2	3	50	100	6	6		
19.	Scientific writing	6	150	does not have	15	30	2	3	50	100	6	6		
20.	Training Management Technologies	6	150	does not have	15	30	2	3	50	100	6	6		
21.	Communications and negotiations in a multicultural context	6	150	does not have	15	30	2	3	50	100	6	6		
22.	Human resource management in educational institutions	6	150	does not have	15	30	2	3	50	100	6	6		
23.	Career education and professional orientation	6	150	does not have	15	30	2	3	50	100	6	6		
24.	Fundraising and management	6	150	does not have	15	30	2	3	50	100	6	6		
25.	Management of personnel processes	6	150	does not have	15	30	2	3	50	100	6	6		
26.	Remuneration and employee motivation	6	150	does not have	15	30	2	3	50	100	6	6		
27.	Talent Management	6	150	does not have	15	30	2	3	50	100	6	6		
28.	Business process modeling and analysis	6	150	does not have	15	30	2	3	50	100	6	6		

	Practical component	12	Number of elective credits to be acquired in the respective semester								I	II	III	IV
													12	
29.	Consulting project - human resource management	12	300	[6189] Strategic HRM and Modern Challenges	15	30	2	3	50	100				12
	Research component	30	Number of elective credits to be acquired in the respective semester								I	II	III	IV
												6		
30.	Business research methods	6	150	does not have	15	30	2	3	50	100			6	
	Master Thesis	24	Number of elective credits to be acquired in the respective semester								I	II	III	IV
													24	
31.	Master Thesis in Human Resource Management	24	600	[6213] Consulting Project - Human Resource Management . Strategic HRM and modern challenges.										24
	Total credits	120									30	30	30	30