LJUBLJANA SUMMER SCHOOL 2013

COURSE TITLE: MANAGING PEOPLE AT WORK - HUMAN RESOURCE MANAGEMENT

Bachelor Course

Lecturer: Assistant Professor Patricia Meglich

University: University of Nebraska at Omaha, USA

ECTS credits: 6

Aims of the course:
This course is designed to provide students with a broad review of international human resource management concepts, theories, and practices within contemporary multinational organizations. The course provides a comprehensive survey of human resource practices including recruitment and selection, talent development, total rewards, performance management, employee relations, and employment legal issues with a global perspective. This introductory course is intended to expose students to basic concepts and issued involved in the effective management of human capital. All future managers share responsibility for building workforce capabilities and will benefit from exposure to the course content.

Course syllabus:
Week 1
Essentials of international human resource management (IHRM)
Understanding country culture, ethics, and social responsibility
International joint ventures and cross-border mergers and acquisitions

Week 2
Strategic issues in IHRM
Recruiting and selecting employees in a worldwide context
Talent management and development

Week 3
Performance management
International compensation and benefits
Labor and industrial relations
Bibliography:

- http://www.helium.com/items/840696-the-addie-model-systematic-learning-e,

**Teaching methods:**
Students are expected to read assigned articles or readings prior to class sessions. Class sessions will consist of lectures and in-class activities to reinforce the readings. Short case studies may be assigned prior to class sessions that will be explained and discussed in the class sessions. Students may be required to research topics to present to the class on issues related to IHRM and to facilitate discussion among the class.

Class sessions will be interactive with students playing an active role. Students are expected to contribute to discussions and to offer insights into the course material from their personal and professional experience. Students will often work in groups to review case studies and present their findings to the class.

Student performance in the course will be assessed with several case study written assignments during the course and a final examination on July 27. Graduate students may be required to prepare and present a short topic to the class. The final examination will consist of multiple choice and true/false questions drawn from the course content (lectures and readings).

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<tr>
<th>Assignment Type</th>
<th>Points</th>
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<tbody>
<tr>
<td>Case homework assignments (3 assignments each worth 10 points)</td>
<td>30 points</td>
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<tr>
<td>Class engagement/participation (1 point per class session)</td>
<td>10 points</td>
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<td>Final exam (26 July)</td>
<td>60 points</td>
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<td><strong>TOTAL</strong></td>
<td>100 points</td>
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**FINAL COURSE GRADE***

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<tr>
<th>Grade</th>
<th>Description</th>
<th>Points Range</th>
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<tbody>
<tr>
<td>10 (A) – Excellent</td>
<td>90 – 100 total points</td>
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<td>9 (B) – Very Good</td>
<td>80 – 89 total points</td>
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<td>8 (C) – Good</td>
<td>70 – 79 total points</td>
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<td>7 (D) – Satisfactory</td>
<td>60 – 69 total points</td>
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<td>6 (E) – Sufficient</td>
<td>50 – 59 total points</td>
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<td>5 (F) – Fail</td>
<td>below 50 total points</td>
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**Prerequisites:**
This course is appropriate for undergraduate and graduate students that have completed an introductory human resource management course.