1. Course (module) name	2. Code
Leadership and Human Resource Management	N200AM16BNVM018

3. Lecturer (s)	4. Division(s)
Coordinator: Assoc. Prof. Dr. Austė Kiškienė **Other (s):**	Business School

5. Cycle of studies	6. Course (module) level	7. Course (module) type
First	Course is not divided into parts	Mandatory

8. Delivery form	9. Delivery period	10. Delivery language (s)
Full-time	Semester 4	English

11. Requirements for students	
Preliminary requirements:	**Associated requirements (if any):**
-	-

12. Scope of course (module) in ECTS credits	13. Full workload of a student (hours)	14. Contact work hours	15. Independent work hours
6	160	40	120

16. Course (module) purpose: competences developer by the course programme
Subject objective: • to provide students with knowledge of modern human resource management strategies, concepts of policy, human resource management models, methods and systems; • to build the skills of using the human resources management (hereinafter the HR management) techniques in practice.

17. Relation of the course targets with the expected results of studies and evaluation methods of studies and student achievement

Results (targets) of the course	Results of the course	Methods of studies	Evaluation methods of academic achievements
Students have to be able to apply the managerial models practicaly planning and implementing projects in the aviation business, focusing and motivating teams.	Students will learn to explain the concepts of human resource management, described the nature of human resources management, the evolution of human resources management, the modern strategies and policies of human resource management, to clarify the systematic instruments of the modern human resource management system.	Problem teaching, active teaching (learning) methods (brainstorming, group discussion).	Test (closed-ended questions), Assessment of presentation
	Students will learn to describe the role of organisations in modern society, classification of organisations by different attributes, and the role of their variety for the human resource management, explain the impact of external environment on human resource management, understand and be able to apply the corporate	Situation modelling, research methods (information retrieval, report preparation).	Test (closed-ended questions), Assessment of presentation

	culture to the efficient use of human resources		
	Students will demonstrate knowledge of the sources and methods of the recruitment of candidates, be able to analyse the situation of the labour market, to identify the concepts of testing applied candidates to vacancies, including the significance and reliability of practical tests, will be able to explain the advantages and shortcomings of the biography analysis, verification of references and the services provided information about employee.	Situation analysis on the basis of practical examples.	Test (closed-ended questions), Assessment of presentation
	Students will learn to describe employee training (continuing education), to discuss the methods for determining the need for staff training, explain shortcomings and advantages of training methods of different employees.	Situation modelling, research methods (information retrieval, report preparation). Situation analysis on the basis of practical examples.	Test (closed-ended questions), Assessment of presentation
	Students will learn to describe the substance matter of content and educational motivation theories, understand the role of personality (individual) characteristics, when selecting motivators, to know and be able to apply the employee motivation tools.	Problem teaching, active teaching (learning) methods (brainstorming, group discussion), situation analysis based on practical examples	Test (closed-ended questions), Assessment of presentation
	Students will learn to explain the purpose of staff assessment, to answer the question what the criteria for assessors (committees) should be, to discuss the advantages and shortcomings of various employee assessment methods, to explain how to make rational decisions regarding the evaluation (assessment) results.	Situation modelling, research methods (information retrieval, report preparation). Situation analysis on the basis of practical examples.	Test (closed-ended questions), Assessment of presentation
	Students will learn to explain the basic factors determining the level of wages, list and describe each of the main benefits to be expected from employers.	Situation analysis on the basis of practical examples.	Test (closed-ended questions), Assessment of presentation
	Students will become familiar with the labour relationship management capabilities and basic legal provisions, will be	Problem teaching, active teaching (learning) methods (brainstorming, group discussion), situation	Test (closed-ended questions), Assessment of presentation

	able to describe the principles of establishment of trade unions and drafting of collective agreements, will learn about the basic stages of drafting the collective agreement, fundamental aspects of dismissal alternatives and their legal background.	analysis based on practical examples	
	Students will familiarise themselves with the most important laws of equal employment opportunities, matters of discrimination based on age, race, gender, nationality, religion etc., will be able to explain the main methods of defence against accusations of discrimination, illegal worker recruitment methods, while illegally competing in the market and discriminating other market participants.	Problem teaching, Active teaching (learning) methods (brainstorming, group discussion).	Test (closed-ended questions), Assessment of presentation
	Students will learn about the distance and mixed learning principles, will be able to explain the link between distance and mixed learning principles, will analyse the segments of the employees to which the distance and mixed learning can be applied, will understand and can explain the principles of employee suitably and selection for work in a virtual organization.	Problem teaching, Active teaching (learning) methods (brainstorming, group discussion).	Test (closed-ended questions), Assessment of presentation

18. Course content

Topics	Contact work hours and learning method							Time of independent studies and tasks	
	Lectures	Consultations	Seminars	Exercises	Laboratory work	Practice	All contact work	Independent work	Tasks
1. Basic definitions and paradigms of human resource management, nature of human resource management, management strategies and policy.	1		1				**2**	**15**	Discussion of results of work in the groups, oppositions of different groups
2. Role of organizations in modern society. Role	3		3				**6**	**13**	Theoretical and

of human capital in the organization.										practical solutions to problem situations.
3. Human resource planning, recruitment and selection.	2		2					**4**	**10**	Theoretical and practical solutions to problem situations.
4. Employee development.	2		2					**4**	**10**	Presentations, discussion of presentation guidelines and critical analysis during teamwork.
5. Employee motivation.	2		2					**4**	**10**	Theoretical and practical solutions to problem situations.
6. Employee assessment.	2		2					**4**	**10**	Discussion of results of work in the groups, oppositions of different groups
7. Compensation for work.	2		2					**4**	**11**	Theoretical and practical solutions to problem situations.
8. Management of Labour relationships. Legal regulation of dismissal from work.	2		2					**4**	**10**	Presentations, discussion of presentation guidelines and critical analysis during teamwork.
9. Management of equal opportunities and diversity.	2		2					**4**	**11**	Discussion of results of work in the groups, oppositions of different groups
10. Distance learning. Virtual teams and organizations.	2		2					4	10	Theoretical and practical solutions to problem situations.
Total	**20**		**20**					**40**	**120**	

19. Strategy and criteria of student assessment			
Assessment method	**Per cent**	**Delivery time**	**Evaluation criteria**
First interim test (test in the Moodle information system).	20%	Start of the second month of the semester	The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.2
Second interim test (test in the Moodle information system).	25%	Start of the third month of the semester	The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.25
Examination (test in the Moodle information system).	55%	Session	The test consists of 20 closed-type questions of varying complexity, each correct answer is valued at 0.5 points. The result is multiplied by 0.55

20. Sources of study, literature
Mandatory sources of study, literature
1. Torrington, D., Hall, L., Taylor, S. Human Resource Management. 6th Edition, Pearson Education Limited, England: FT Prentice Hall, 2005
2. JoyMathews, J., Megginson, D., Surtees, M. Human Resource Development: 3rd edition. Kogan page limited, 2004.
3. Fisher, Cynthia D. Schoenfeldt, Lyle T. Shaw, James B. Human Resource Management. 4th Edition, Boston, MA: Houghton Mifflin Company, 1999
Additional sources of study, literature
1. Armstrong, M. A Handbook of human resources management practice. Kogan Page, London, 2006.
2. Redman,T., Wilkinson, A., Contemporary Human Resource Management: Text and Cases Pearson Education Limited, England: FT Prentice Hall, 2005
3. Burke, R. J., Cooper, C. L., Reinventing HRM: Challengers and New Directions, London: Routledge, 2005