COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
HR management	

Lecturer(s)	Department(s) where the course unit (module) is delivered
Coordinator: Dr. Mantas Tvarijonavičius **Other(s):** Artūras Bučinskas	Vilnius University Business School Saulėtekio ave. 22, Vilnius

Study cycle	Type of the course unit (module)
Second	Compulsory

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Face-to-face	Winter	English

Requirements for students	
Prerequisites:	**Additional requirements (if any):**

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5	130	32	98

Purpose of the course unit (module): programme competences to be developed		
The objective of this course is to develop Project Management knowledge and practical competences, with focus on Human resource management specific to PM as well as social and personal competencies in PM.		
Learning outcomes of the course unit (module)	**Teaching and learning methods**	**Assessment methods**
Ability to initiate, manage and finalise recruitment process: define assessment criteria for new employee recruitment, find relevant search channels, select suitable selection methods, plan onboarding period	Interactive lecturing, independent literature sourcing and review, case study, group work, simulations.	Recruitment plan (group assignment no1)
Ability to empower project teams by being modern manager and using relevant motivation approach	Interactive lecturing, independent literature sourcing and review, case study, group work.	(Company team motivation and task management no 2)
Ability to apply efficient project team management and task management principles and approaches that enable efficient communication in the team helping to overcome team dysfunctions and communication barriers	Interactive lecturing, independent literature sourcing and review, case study, group work.	(Company team motivation and task management no 2)
Ability to manage and evaluate employees' learning and development initiatives: define learning and development needs, select suitable learning methods, set relevant key performance indicators	Interactive lecturing, independent literature sourcing and review, case study, group work, simulations.	Project team development (group assignment no3).

| Content: breakdown of the topics | Contact hours | | | | | | | Self-study work: time and assignments | |
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work	Contact hours	Self-study hours	Assignments

1. Fundamentals in Human Resources and Project Management
  i. Staffing a project
  ii. Development of individuals and teams; Performance and Reward
  iii. Exit of employees
	4		4				8	22	Literature review for the lecture and seminars. Preparing group assignment

2. Creating Effective Teams
  i. Characteristics of Effective Teams
  ii. Planning team
  iii. Teambuilding
  iv. Team dysfunctions and motivation
  v. Leading Teams
	4		4				8	22	Literature review for the lecture and seminars. Preparing group assignment

3. Project communication and leadership
  i. Project team leadership
  ii. Personal communication skills
  iii. Communication barriers
	4		4				8	32	Literature review for the lecture and seminars. Preparing group assignment

4. Groups and their Influence on Individuals
  i. Influence on Perception
  ii. Influence on Motivation and Performance
	4		4				8	22	Literature review for the lecture and seminars. Preparing group assignment

Total	16		16				32	98	

Assessment strategy	Weight %	Deadline	Assessment criteria
Cumulative assessment of the group assignments.	90%	Throughout the course	The final grade will be cumulative from 3 group assignments, each assignment up to 3 points. Detailed requirements for each assignment will be presented and discussed in class. The grading scale is as follows: 3: assignment is prepared, and strong presentation delivered (according to specific requirements for each assignment – to be announced during lectures). Discussion, practical insights, strong communication skills, creative solutions 2: weak presentation delivered and presented with little insights, little creativity, little arguments, missing slide structure, missing slides, missing relevant information 1: assignment presentation created and sent as expected but without presenting it in class as defined by lecturer 0: no assignment prepared and groupwork presentation is not sent to lecturer by defined timeframe
Participation in learning process	10%	Throughout the course	1: student is present in more than 50% of lectures and seminars 0: student is present in less than 50% of lectures and seminars(s)

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
Compulsory reading				
Bratton J., Gold J.	2017	Human Resource Management: Theory and Practice (6th edition)		Palgrave MacMillan
Analoui F.	2007	Strategic Human Resource Management		Thomson
Robbins, S., & Judge, T.	2012	Organizational Behavior		Prentice Hall
Internation project management association	2015	IPMA Individual Competence Baseline®, ICB version 4		
Project management institute	2017	Project management body of knowledge (PmBoK) 6 edition		