

<b>Study Course Title</b>	<b>Human Resource Management</b>
<b>Study Course Code</b>	VadZB106
<b>Branch of Science</b>	Economics and business
<b>Sub-branch of science</b>	Business management
<b>Credits (ECTS)</b>	<b>3</b>
<b>Total Number of Contact Hours</b>	<b>30</b>
<b>Number of Lecture Hours</b>	10
<b>Number of Seminar and Practical Assignment Hours</b>	20
<b>Number of Hours for Laboratory Assignments</b>	0
<b>Independent Study Hours</b>	<b>45</b>
<b>Language of Instruction</b>	English
<b>Course Approval Date</b>	13.08.2025
<b>Responsible Unit</b>	BA School of Business and Finance of the University of Latvia

**Course Developer**

Dr. sc. admin., prof. Līga Peiseniece

**Prerequisite Knowledge**

Organization Management

**Study Course Abstract**

The aim of this course is to increase students' understanding of the impact of Human Resource Management in an organization and the underlying principles of effective HR support in achieving company's strategy. During the course, students will get the knowledge of the key HRM functions.

**Course Plan Full-time Regular Studies**

- 1.Introduction to HR management, HRM trends 1L 2S
  - 2.Human Resource planning 2L 2S
  - 3.Recruitment and selection 1L 3S
  - 4.Human resources training and development 1L 2S
  - 5.Performance management 2L 4S
  - 6.Reward management 1L 2S
  - 7.Strategic HR management 1L 2S
  - 8.Green HRM 1L 3S
- Total 10L 20S

**Characterization of students' independent work organization and tasks**

Students are expected to complete pre-class readings, analyse HR case studies, and prepare both individual assignments and group presentations. Independent work focuses on applying theoretical HRM concepts to real-world scenarios, developing practical skills in recruitment, performance management, and employee development, and critically evaluating HR practices across different organizations.

**Learning Outcomes**

Knowledge:

1. The student has knowledge about key HRM functions and underlying theoretical concepts.

Skills:

2. The student has a skill to ensure the operational HRM processes: planning, selection, managing performance, motivating and rewarding, training and developing of employees.

Competence

3. The student has analytical competence in respect of the implementation of HRM practices within different organizations.

**Requirements for Awarding Credits**

Intermediate assessment:

1. Active participation – 20%
2. Independent individual assignment – 20%
3. Group project with a presentation – 30%

Final assessment:

4. Written Exam – 30%

**Criteria for Evaluating Learning Outcomes**

In accordance with Regulations of the Cabinet of Ministers of the Republic of Latvia, at the end of the course, students' knowledge is evaluated according to the following criteria: the amount and the quality of the obtained knowledge, acquired skills and competence in compliance with the planned learning outcomes.

Type of Assessment	Learning Outcomes		
	1	2	3
1. Active participation	+	+	+
2. Independent individual assignment	+	+	+
3. Group project with presentation	+	+	+
4. Written exam	+	+	+

**Compulsory Reading List**

1. Verhulst, S., L., Decenzo, D., A. Fundamentals of Human Resource Management, Wiley, 2024

**Further Reading List**

1. Dessler, G., Fundamentals of Human Resource Management, 4th Edition, Pearson, 2016
2. <https://www.weforum.org/>
3. <https://www.weforum.org/publications/the-future-of-jobs-report-2025/>

Plagiarism and other academic misconducts are not permitted within the course please refer to the Regulations for Academic Integrity at the University of Latvia. Within this course, the use of generative artificial intelligence (AI) tools is allowed in exceptional cases, if it has been specified and authorised in writing by the instructor of this course. In all other cases, submission of materials generated by the AI (text, images, audio, video, etc.) in independent and group assignments, test, examination or any other assessment is not permitted, submission of this type of material will be considered an unauthorised use of aids.