

		Second Cycle Studies Course Programme			
1.	Course Title	Strategic Human Resource Management			
2.	Code	SHR 510			
3.	Study programme	MBA Management			
4.	Organizer of the study programme (university unit i.e. institute, chair, department)	Ss. Cyril and Methodius University in Skopje Faculty of Economics - Skopje Chair of Management			
5.	Level (first, second, third cycle)	Second cycle			
6.	Academic year / semester	2022-2023/ 1 st	7.	Number of ECTS credits	6
8.	Professor	Prof. Ljupcho Eftimov, PhD			
9.	Preconditions for enrolment	Bachelor's Degree with at least 240 ECTS credits			
10.	Course Objectives (Competencies): After taking this course, students should be able to: <ol style="list-style-type: none"> 1. Identify, choose and use the appropriate tools and models for internal and external environment analysis and implement them in a different business context. 2. Recognizing the strategic impact of the human resource management functions in strategy implementation. 3. Identify and analyze the problems from the human management area in an organizational context and design appropriate strategic solutions. 				
11.	Course content: <ol style="list-style-type: none"> 1. Global Trends in Human Resource Management 2. The Concept of Strategic human resource management 3. Job analysis 4. Human resource planning 5. Human resource recruitment 6. Human resource selection 7. Human resource training 8. Professional development of human resources 9. Measurement of the human resources performances and job involvement 10. Human resource reward systems 11. Career management and Talent management 12. Stress management 				
12.	Learning methods: Interactive lectures with video presentations, team work, guest speaker, case studies, seminar projects, research.				
13.	Total hours	6 ECTS x 30 classes = 180 classes			
14.	Allocation of hours per activity	24+16+40+10+90= 180 classes			
15.	Types of teaching activates	15.1.	Lectures	24 classes	
		15.2.	Mentoring and Exercises (Seminars), team work	16 classes	
16.	Other types of activities	16.1.	Projects	40 classes	
		16.2.	Writing Assignments	10 classes	
		16.3.	Homework	90 classes	
17.	Grading method: 60+30+10=100 points				
	17.1.	Tests (Domain, Essay, Multiple choice exam, Case)	60%		
	17.2.	Individual or Group Assessment / projects (Presentation: written and oral)	30%		

	17.3.	Attendance and class participations	10%			
18.	Grading scale	less than 50 points	5 (five) (F)			
		from 51 to 60 points	6 (six) (E)			
		from 61 to 70 points	7 (seven) (D)			
		from 71 to 80 points	8 (eight) (C)			
		from 81 to 90 points	9 (nine) (B)			
		from 91 to 100 points	10 (ten) (A)			
19.	Preconditions for taking the final exam	Realized activities from points 15 and 16				
20.	Language	Macedonian				
21.	Evaluation method	Internal evaluation and survey				
22.	Literature					
	22.1.	Compulsory literature				
		No.	Author	Title	Publisher	Year
		1.	Bojadzioski Dimitar, Eftimov Ljupcho	<i>Human Resource Management</i>	Faculty of Economics - Skopje	2009
		2.	Armstrong, M	<i>Strategic Human Resource Management: A Guide to Action, 6th Edition</i>	Kogan Page, London, U. K.	2016
		3.	Bohlander, V. G., Snell, A. S.	<i>Human Resource management, 15th ed</i>		2011
	22.2.	Additional literature				
		No.	Author	Title	Publisher	Year
		1.	Boxall, P., Purcell, J.	Strategy and Human Resource Management, 4 th Edition	Palgrave	2016
		2.	Nkomo, M. S. Fottler, D. M. McAfee, R. B.	Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders, 7 th Edition	South-Western Cengage Learning	2011
		3.	Assigned readings and cases provided by the Instructor via the course site	<i>Harvard Business Review (HBR) Course Pack: cases and articles</i>	HBR	latest editions