

Annex No. 3		Second Cycle Studies Course Programme			
1.	Course Title	Human Resources in the Public Sector			
2.	Code	PSM 516			
3.	Study programme	Public Sector 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 Public Sector Management			
5.	Level (first, second, third cycle)	Second cycle			
6.	Academic year / semester	First year (summer semester)	7.	Number of ECTS credits	6
8.	Professor	Prof. Predrag Trpeski, PhD			
9.	Preconditions for enrolment	Completed first cycle of studies with obtained minimum of 240 credits			
10.	Course Objectives (Competencies): After taking this course, students should be able to: <ul style="list-style-type: none"> • understand and discuss the changing role of human resources in modern conditions; • understand, analyze and discuss the role of human resources in the public sector • understand the new conceptual mechanisms towards human capital • understand the creation and use of human capital in the public sector • focus on labor market interactions (wages, productivity, efficiency, promotion and internal labor market) • understand and analyze the implication of labor unions for public sector employment • understand, discuss and analyze different labor market policies • create labor market policies with a focus on the public sector. 				
11.	Course content: <ul style="list-style-type: none"> • Current trends in the labor markets; • Public sector and labor markets; • Supply, demand and decision to work; • Theories and models of human capital; • Investing in human capital - shapes, characteristics; • Human capital development; • Theoretical explanations of employment and unemployment - specifics of the public sector; • Public sector employment and labor market balance; • Wages, costs and efficiency; • Labor market institutions and the role of labor unions; • Labor market policies; • Comparative international experiences. 				
12.	Learning methods: Interactive lectures with presentations, project assignments - presentations of examples from practice, consultative teaching				
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.	Exercises (Seminars)	16 classes	
16.		16.1.	Project tasks	40 classes	

	Other types of activities	16.2.	Independent tasks	10 classes	
		16.3	Home study	90 classes	
17.	Grading method: 60+30+10=100 points				
	17.1.	Tests (Domain, Essay, Multiple choice exam, Case)		60 points	
	17.2.	Individual work / project (presentation: written and oral)		30 points	
	17.3.	Activity and participation		10 points	
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 (or English)		
21.	Evaluation method		Internal evaluation and survey		
22.	Literature				
	22.1.	Compulsory literature			
		No.	Author	Title	Publisher
		1.	Ehrenberg, R., Smith, R. and Hallock, K.	<i>Modern Labour economics – Theory and Public policy, 14th edition</i>	Routledge
		2.	Ehrenberg, R., Smith, R.	<i>Modern Labor Economics - Theory and Public Policy Translation of Modern Labor macroeconomics - Theory and Public policy</i>	Magor, Skopje
					2021 (or an earlier edition by the same authors)
	22.2.	Additional literature			
		No.	Author	Title	Publisher
		1.	Borjas, G.	<i>Labour Economics, 8th edition</i>	McGraw-Hill Education
					2019

		2.	Berman, E., Bowman, J., West, J. and Wart, M.	<i>Human Resource Management in Public Services - Paradoxes, Processes and Problems</i>	SAGE Publishing	2010
		3.	Kearney, R. and Carnevale, D.	<i>Labor Relations in Public Sector</i>	Routledge	2014
		4.	Ehrenberg, R., Smith, R. and Hallock, K.	<i>Modern Labour economics – Theory and Public policy, 14th edition</i>	Routledge	2021 (or an earlier edition by the same authors)