

Annex No. 3		Second Cycle Studies Subject Program			
1.	Title of subject	HRM in a Start-Up and Corporate Environment			
2.	Code	MSHR 513			
3.	Study program	MBA in Strategic Human Resource Management			
4.	Organizer of the study program (university unit i.e. institute, chair, department)	Faculty of Economics - Skopje Ss. Cyril and Methodius University in Skopje			
5.	Level (first, second, third cycle)	Second cycle			
6.	Academic year / semester	2021/2022 1 st semester (winter)	7.	Number of ECTS credits	6
8.	Professor	Aleksandra Janeska-Iliev, PhD, Associate professor Stojan Debarliev, PhD Full professor			
9.	Preconditions for enrolment	Completed previous (first)cycle of studies with at least 240ECTS			
10.	<p>Course Competencies and Student Learning Objectives:</p> <p>The major aim of this course evolves on enabling participants to get familiar with the specific challenges related to entrepreneurship and innovation in the context of startups as well as the corporate sector. The purpose of course is to research and study the theories, principles, concepts, and practices of entrepreneurial development within organizations.</p> <p>Upon completing this course participants should be able to:</p> <ul style="list-style-type: none">• Understand and asses various organizational challenges associated with Entrepreneurship and Innovation in practice• Recognize the significance of an entrepreneurial mindset• Demonstrate an essential understanding of the entrepreneurial process• Discuss the complexity of the growth process• Describe best practices in businesses ranging in size from small to multi-national in the context entrepreneurship and innovation• Examine how corporate entrepreneurial activities relate to a company’s ability to drive innovation throughout the organization• Articulate innovative ideas, thoughts, recommendations and other communications clearly, concisely and persuasively to business audiences <p>Student Learning Objectives:</p> <ul style="list-style-type: none">• Identify the most appropriate tools or frameworks to solve a given organizational problem in entrepreneurial settings (SLO 2.3)• Apply the acquired knowledge for the purpose of creating practices to exploit and implement entrepreneurial opportunities within a start-up or an existing company (SLO.2.4)• Work effectively in creating start-up or corporate innovations (SLO 3.3)				
11.	<p>Subject content:</p> <ul style="list-style-type: none">• Understanding the startup context: The innovative and entrepreneurial mindset <p>Part I Entrepreneurship in a startup environment</p> <ul style="list-style-type: none">• Small business and entrepreneurship• The entrepreneurial process and innovation• Creating and starting a business <p>Part II Corporate innovation</p> <ul style="list-style-type: none">• Corporate innovation• Design thinking, creativity• Human resource management in corporate innovation• Team-based innovation• Leading Innovation				
12.	Learning methods: asynchronous video lectures, module write-ups, case analysis, final venturing project, online discussions				
13.	Total hours	6 ECTS x25 hours= 150			

14.	Allocation of hours per activity	24+16+40+40+30=150				
15.	Types of teaching activities	15.1.	Lectures (12 weeks X 2)		24	
		15.2.	Tutorials (laboratory, auditory), seminars, teamwork		16	
16.	Other types of activities	16.1.	Case analysis		40	
		16.2.	Final venturing project		40	
		16.3.	Online discussions		30	
17.	Grading method					
	17.1.	Exams		30%		
	17.2.	Individual Assessment (Module write-ups, Case Analysis)		30%		
		Group assessment (Final venturing project)		25%		
	17.3.	Online discussions		15%		
18.	Grading scale				5 (five) (F)	
					6 (six) (E)	
					7 (seven) (D)	
					8 (eight) (C)	
					9 (nine) (B)	
					10 (ten) (A)	
19.	Preconditions for taking the final exam		Completing 15 and 16			
20.	Language		English			
21.	Evaluation method		Internal evaluation and questionnaire			
22.	Literature					
	22.1.	Mandatory literature				
		No.	Author	Title	Publisher	Year
		1.	Kuratko, D.F., Goldsby, M.G. and Hornsby, J.S.,	Corporate Innovation: Disruptive Thinking in Organizations.	Routledge	2019
		2.	Robert Curedale	Design Thinking Process and Methods 5th Edition	Design Community College Inc	2019
	22.2.	Supplemental literature				
		No.	Author	Title	Publisher	Year
		1.	Tim Brown , Clayton M. Christensen, Indra Nooyi, Vijay Govindarajan	HBR's 10 Must Reads on Design Thinking	Harvard Business Review Press	2020
		2.	Gorkan Ahmetoglu	The Wiley Handbook of Entrepreneurship	John Wiley & Sons	2017