



DESCRIPTION OF STUDY COURSE

Course unit title	Leadership and Human Resource Management
Programme	Bachelor International Finance
Year of study	3rd year
Academic year	2022./2023.
Level of course unit (e.g. first, second or third cycle)	First, Bachelor's study
Course unit code	BFa016
Name of lecturer(s)	Līga Peiseniece
Credit points	2CP
Number of ECTS allocated	3 ECTS, Latvian credit points are multiplied by 1,5 to get ECTS
Language of instruction	English
Type of course unit (compulsory, optional)	Compulsory
Semester when the course unit is delivered	5
Mode of delivery	Face-to-face.
Aim of Course	The aim of this course is to increase students' understanding of the impact of leadership and HRM in an organization and the underlying principles of the effective HR support in achieving company's strategy. During the course, students will get the knowledge of the key HRM functions.
Preliminary knowledge (prerequisites and co-requisites)	Organization Management
Course contents	<p>The main themes of the course are the following:</p> <ol style="list-style-type: none"> 1. Leadership main concepts; 2. Introduction to HR management; 3. Strategic HR management; 4. Corporate culture; 5. Human Resource planning, evaluation of the needs of core business; 6. Recruitment and selection; 7. Human resources training and development; 8. Performance management; 9. Career management; 10. Motivation; 11. Reward management 12. Financial and non-financial compensation
Planned learning activities and teaching methods	The student does pre-class reading, prepares individual learning journal, attends lectures, participates in seminars and case study analysis, prepares and presents individual and group practical works, develops course project passes the final exam.

	The total evaluation of the study course consists of 15% active participation, including case study analysis, 15% preparation of individual learning journal, 30% group project, 40% written final exam.			
	Teaching methods		Student work load (1 CP = 40 hours of student work)	
	Lecture		25%	
	Case study analysis, group project with presentation		30%	
	Seminar		25%	
	Independent practical work, individual learning journal		10%	
	Work in the library, independent studies		10%	
			Total 80 hours	
Learning outcomes of the course unit	<ol style="list-style-type: none"> The student has knowledge about key leadership and HRM functions and underlying theoretical concepts. The student has general understanding of the operational HR processes: planning, selection, managing performance, motivating and rewarding, training and developing of employees. The student has Analytical skills in respect of the implementation of leadership and HRM practices within different organizations. 			
Assessment methods and criteria	Learning outcomes	1.	2.	3.
	The form of assessment			
	Case analysis, learning journal	•	•	•
	Group project with presentation	•	•	•
Written exam	•	•	•	
Recommended or required reading	<p>Compulsory literature:</p> <ol style="list-style-type: none"> Radcliff, S., Leadership plain and simple, Pearson, 2012 Dessler, G., Fundamentals of Human Resource Management, 5th Edition, Pearson, 2018 <p>Recommended literature:</p> <ol style="list-style-type: none"> Clawson, J.G. <i>Level Three Leadership: Getting Below the Surface</i>.-Clawson, Pearson Prentice-Hall, 2011 Hadnagy, C., (2018). <i>Social Engineering: The Art of Human Hacking</i>, NY, Wiley http://www.wfpma.com/ http://www.peoplemanagement.co.uk/ http://www.personneltoday.com/ http://knowledge.wharton.upenn.edu/ 			



Recommended optional programme components	To be agreed at the start of the course.
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