



Strategic management of HR (IBA-007)
(INIMRESSURSI STRATEEGILINE JUHTIMINE)

SUBJECT DESCRIPTION

Credits (ECTS)	5.00 ECTS
Assessment	grading
Aim of the subject and short description	
<p>The aim of the course is to enable the learner to acquire knowledge and skills for designing personnel strategies and policies based on the organization's objectives and environmental factors. The main topics in HRM strategy include the principles, classifications, and alternatives for developing HRM strategies and policies, standards and metrics, the connections between the organization's external environment and HRM strategy, and strategies for investing in human capital. To help the learner understand the value of strategic human resource management, modern people-centered management approaches and the competencies important for the HR function and HR managers are discussed. The course helps the learner to create links between personnel strategy and economic indicators (labor market indicators, business cycle, etc.).</p>	
Learning outcomes:	
<p>Student:</p> <ol style="list-style-type: none">1. designs a personnel policy that is aligned with the organization's strategy and values;2. plans and organizes strategic human resource management according to the business model in the main subfields of human resource management.	

□