

NAME OF THE COURSE		ORGANIZATION AND MANAGEMENT OF HUMAN RESOURCES ON PROJECTS															
Code	ECS407	Year of study	1														
Course teacher	Srećko Goić, PhD, Full Professor Danica Bakotić, PhD, Professor	Credits (ECTS)	6														
Associate teachers		Type of instruction (number of hours)	L	S	E	F											
			26		26												
Status of the course	Obligatory	Percentage of application of e-learning	30%														
COURSE DESCRIPTION																	
Course objectives	The course objective is to introduce students with problems, methods and techniques of human resources management within project management. To enable students to independently understand, plan, and conduct activities on providing and using human resources on projects in enterprise and elsewhere.																
Course enrolment requirements and entry competences required for the course	Knowledge of the basics of project management and human resource management Knowledge of basic MS Office (Word, Excel, PowerPoint/ programs)																
Learning outcomes expected at the level of the course (4 to 10 learning outcomes)	<p><b>The course learning outcome:</b> Through the learning of this course, students will be qualified to participate in the preparation and execution of complex projects in the organization and human resource management segment.</p> <p><b>Individual learning outcomes:</b> To analyze in detail organizational and human aspects of preparation and execution of complex projects; Define and elaborate in detail the project management and work organization; Choose and apply adequate methods and techniques for planning the required human resources for complex projects; Develop and implement independently measures and activities of comprehensive HRM on projects; Identify and solve key and typical problems in working with people in the project environment.</p>																
Course content broken down in detail by weekly class schedule (syllabus)	<table border="1"> <thead> <tr> <th colspan="2">Lectures</th> <th colspan="2">Tutorials/Seminars</th> </tr> <tr> <th>Topic</th> <th>hrs</th> <th>Topic</th> <th>hrs</th> </tr> </thead> <tbody> <tr> <td>Course content, mode of work, student obligations, assessment method</td> <td>2</td> <td><i>Exercise 1:</i> Teams formation; generating ideas for projects <i>Exercise 2:</i> Defining the Project; defining the objectives of the project</td> <td>2</td> </tr> </tbody> </table>					Lectures		Tutorials/Seminars		Topic	hrs	Topic	hrs	Course content, mode of work, student obligations, assessment method	2	<i>Exercise 1:</i> Teams formation; generating ideas for projects <i>Exercise 2:</i> Defining the Project; defining the objectives of the project	2
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	The concept and content of Human Resource Management. Development of the Human Resource Management concept and discipline; Human Resource Management and environment. The place and role of human resource management in the enterprise.	2	<i>Exercise 3:</i> Defining the organization of work <i>Assignment 1:</i> Project concept and project work organization.	2
	Projects and project management; the role of human resources (on projects).	2	<i>Exercise 4:</i> Division of roles within teams; defining everybody's role. <i>Exercise 5:</i> Developing a project plan (developing a network plan using MS Project)	2
	Human factor in project planning and execution. Planning human resources on projects.	2	<i>Exercise 6:</i> Budgeting the resources and time required (Using MS Project) <i>Assignment 2:</i> Project plan (Network plan, Resource plan)	2
	Recruitment and selection of staff for project work. Monitoring the performance of people engaged in projects.	2	<i>Exercise 7:</i> Realizing the project (particular parts and the project as a whole)	2
	Compensation for project work. Human Resource Information System for projects.	2	<i>Exercise 8:</i> Realizing the Project (particular parts and the project as a whole); Current (oral) reports on project progress.	2
	Organizing and leading people on projects. Organizational structures for project execution	2	<i>Exercise 9:</i> Realizing the project (particular parts and the project as a whole); Current (oral) reports on project progress.	2
	Internal organization of project work. Division of work and roles in organization and implementation of projects	2	<i>Exercise 10:</i> Presentation of the first variant of the project to the colleagues; DISCUSSION ...	2
	Teams and teamwork as the key to project success. Communicating in a project environment.	2	<i>Exercise 11:</i> Realizing the final version of the project	2
	Personal space and organizational space. Motivating in a project environment.	2	<i>Exercise 12:</i> Realizing the final version of the project <i>Assignment 3:</i> Project (realized, executed)	2
	Leadership, power, and influence in the project environment	2	<i>Exercise 13:</i> PROJECT FAIR; evaluation of the success and market value of the projects	2
Role, tasks and profile of the project manager	2	<i>Exercise 14:</i> Analysis of work and Project results; preparation of final reports	2	

	Conflicts and conflict management. Stress management..	2	Assignment 4: Team and individual reports.	2	
Format of instruction	<input checked="" type="checkbox"/> lectures <input checked="" type="checkbox"/> seminars and workshops <input checked="" type="checkbox"/> exercises <input type="checkbox"/> <i>on line</i> in entirety <input checked="" type="checkbox"/> partial e-learning <input type="checkbox"/> field work	<input checked="" type="checkbox"/> independent assignments <input type="checkbox"/> multimedia <input type="checkbox"/> laboratory <input type="checkbox"/> work with mentor <input checked="" type="checkbox"/> team work on project			
Student responsibilities	To be eligible for a signature, a full-time student must participate in 50% of exercises as well as in the project.				
Screening student work ( <i>name the proportion of ECTS credits for each activity so that the total number of ECTS credits is equal to the ECTS value of the course</i> )	Class attendance	2	Research		Practical training
	Experimental work		Report		(Other)
	Essay		Seminar essay		Self-evaluation activities
	Tests	2	Oral exam		(Other)
	Written exam	4*	Project	2	(Other)
Grading and evaluating student work in class and at the final exam	<p>During semester, two tests (theoretical part of the exam) will be organized, each carrying maximum 50 points. Practical part of the exam will be checked through 4 assignments, each max. 20 points, in total all max. 80 points. Based on direct activities in exercises student can achieve up to 20 points. If student earns at least 120 points during the course, (and at least 50 points from assignments) and achieves in total at least 50 points from the tests (and at least 25 points in each test) it will be considered that he/she has passed the exam and will be offered an appropriate grade.</p> <p>The rating scale and the corresponding grades are calculated according to the following scale:  120-130 satisfactory (2)  131-145 good (3)  146-160 very good (4)  161-200 excellent (5)</p> <p>*If a student does not collect 120 points during the course (or does not meet any of the other criteria required for taking the exam in the pre-session), he/she accesses a written exam consisting of a theoretical part (maximum 50 points) and a practical part with two assignments (maximum 25 points). To pass the exam, student must achieve at least 25 points from the theoretical part and at least 25 points from the practical part of the exam and in total minimum 55 points.</p> <p>The rating scale and the corresponding grades are calculated according to the following scale:</p> <p>The score is multiplied by a weight of 2 and the grade is calculated according to the following scale:  110-130 satisfactory (2)  131-145 good (3)  146-160 very good (4)  161-200 excell</p>				
Required literature (available in the	<b>Title</b>		<b>Number of copies in the</b>	<b>Availability via other media</b>	

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library and via other media)		library	
	Web pages: Organizacija i upravljanje ljudskih resursa na projektima by Srećko Goić: <a href="https://moodle.efst.hr">https://moodle.efst.hr</a>		Web
	Wong, Z, Human Factors in Project Management: Concepts, Tools, and Techniques for Inspiring Teamwork and Motivation. John Wiley & Sons, San Francisco, CA, 2007.		
	Buble, M.: Projektni menadžment, Minerva, Dugopolje, 2010.		
Optional literature (at the time of submission of study programme proposal)	<p>1. Bahtijarević-Šiber, F.: Management ljudskih potencijala, Golden marketing, Zagreb, 1999.</p> <p>2. Flannes, S.W., Levin, G, Essential People Skills for Project Managers, Management Concepts, Vienna, VA, 2005.</p> <p>3. Turnet, R.J., People in Projects, 2003.</p> <p>4. Verma, V. K. , Human Resource Skills for the Project Manager: The Human Aspects of Project Management, Project Management Institute, Sylva, NC, 1995.</p>		
Quality assurance methods that ensure the acquisition of exit competences	<p>Registering students' attendance and success in carrying out of their duties (lecturer).</p> <p>Monitoring lectures and practice sessions (Vice Dean for Education).</p> <p>Students' Performance analysis in each course (Vice Dean for Education).</p> <p>Student questionnaire on the quality of lecturers and lessons for each course (University of Split, Quality Assurance Centre)</p> <p>Examination is used as an instrument to evaluate individual course outcomes by the course lecturer. The content of exam is reassessed periodically in order to assure compliance with the course outcomes.</p>		
Other (as the proposer wishes to add)			