

<b>Study program/programs: Basic Academic Studies - Security Studies</b>			
<b>Teaching course name and code:</b> HUMAN AND SOCIAL RESOURCES STRATEGIC MANAGEMENT - NB.3.27/2.			
<b>Teacher:</b> Assistant Professor Milenko M. Bodin, Ph.D.			
<b>Status:</b> Obligatory course / professional-applicative (PA)			
<b>ECTS:</b> 6.0			
<b>Requirements:</b>			
<b>Teaching course objective:</b> Developing strategic thinking about organization, as well as providing insights on how to reach a sustainable component of organization, relying on a business strategy.			
<b>Teaching course outcome:</b> Knowledge about processes of formulation, evaluation and implementation of strategy.			
<b>Contents of the course</b>			
<i>Lectures</i> Basic concepts of strategic management (planning, organizing, controlling, forecasting, decision making, guiding, logic of strategic management); strategy formulation, strategy evaluation, use of strategic resources, the main components of planning and managing strategic process of importance for strategy formulation; Leading HR strategies; types of HRM strategies and human resource utilization by types of strategies. Building a competitive strategy; Implications of different HRM strategies to human resource functions (the internal growth strategy, external growth strategy, reduction strategy); evaluation and audit of HRM strategy (selection of evaluation strategy, evaluation character, subject and area of evaluation, participants of evaluation); methods for evaluating a HRM strategy; work efficiency; development and strategic aspects of development; employee relation; strategic performance management; human capital management; the role of human resources in securing strategic competitive advantage.			
<i>Practice classes</i> Detailed elaboration of individual thematic units and processing of several models of HRSM and the perception of their impact on practice.			
<b>Literature</b>			
1. S.Čamilović, V.Vujić, Osnove menadžmenta ljudskih resursa, Tekon, 2007.Beograd 3 V. Milićević, Strategijsko poslovno planiranje-menadžment pristup, peto izdanje, FON, Beograd, 2002.			
<b>Number of active teaching classes:</b> 4/60			Other classes
Lectures: <b>3/45</b>	Practice classes: <b>1/15</b>	Other forms of teaching:	
<b>Teaching methods:</b> Lectures, practice classes, consultations, workshops dedicated to individual thematic units and training students for team work.			
<b>Knowledge evaluation (maximum score 100)</b>			
<i>Pre-exam obligations</i>	<i>score</i>	<i>Final exam</i>	<i>score</i>
Activity during lectures	<b>5</b>	Written exam	
Practice classes	<b>5</b>	Oral exam	<b>30</b>
Colloquium(s)	<b>3x20</b>	.....	
Seminar(s)			
Total:	<b>70</b>		<b>30</b>
<b>100</b>			