**Study program:** Modern computer technologies  
**Course title:** Management Personnel  
**Professor/assistant:** Stanisa Dimitrijevic  
**Type of course:** elective  
**ECTS credits:** 4  
**Pre-requisites:** none  

**Aims of the course:**  
Preparing students to acquire necessary knowledge for understanding and directing staff in the implementation of the strategic goals of the company, learn methods and techniques that promote organizational effectiveness and employee motivation, develop the ability to effectively manage people at work, a sense of ethics and a strong sense of social responsibility.

**Learning outcomes:**  
Students will be able to apply the skills of human resources, will learn how to treat people in the organization, to introduce them in the process, to motivate, reward, as well as to create favourable working atmosphere, nominate and electe the methods of attracting and selecting candidates, solve practical problems in the field of human resource management.

**Syllabus**

**Theoretical part**
The concept and importance of the study of human resource management for engineering, planning, recruitment and selection of staff, socialization, training and development of staff, performance appraisal of staff and rewarding, abilities and skills of engineering staff, Business ethics of engineering staff, continuous training and professional development of engineering staff, role of engineers in combating absenteeism of staff, health and safety of the personnel, legal and social protection of personnel.

**Practical part**
none

**Literature**
3."Managers occupation in transition"- Stanisa Dimitrijevic, VTS Nis, 1996.

**Number of active classes**

<table>
<thead>
<tr>
<th>Lectures: 30</th>
<th>Practical classes: 30</th>
<th>Research work:</th>
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</thead>
</table>

**Other forms of teaching:**

**Teaching methods**
Combined - interactive with solving issues from real life situations

**Grading system** (maximum 100 points). **grading scale** from 5 to 10: below 51 points grade 5, grade 6 from 51-60 points, grade 7 from 61-70 points, grade 8 from 71-80 points, grade 9 from 81-90 points, grade 10 from 91-100 points.

<table>
<thead>
<tr>
<th>Pre-exam obligations</th>
<th>points</th>
<th>Final exam points</th>
</tr>
</thead>
<tbody>
<tr>
<td>activity during theoretical lectures</td>
<td>10</td>
<td>written exam</td>
</tr>
<tr>
<td>practical training</td>
<td>50</td>
<td>oral exam</td>
</tr>
<tr>
<td>colloquium(s)/seminar papers</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td><strong>Sum</strong></td>
<td><strong>70</strong></td>
<td><strong>Sum 30</strong></td>
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