

DOCTORAL STUDIES COURSE UNIT DESCRIPTION

Course title	Field of Science (branch) code	Faculty	Department
Human Resource Management Theories	Management S 003	Faculty of Economics and Business Administration Kaunas Faculty	FEBA Management Department KnF Institute of Social Sciences and Applied Informatics
Study type	ECTS	Study type	ECTS
lectures		consultations	1
individual	6	seminars	

Course summary

Course aim, summary

The aim of the course: to examine the essential human resource management theories and their application possibilities in organizations. The content of the course helps accumulate and systemize human resource management knowledge, educate analytical and abstract thinking abilities.

The course aims at educating the comprehensive knowledge of modern human resource management, abilities to analyze, and anticipate the influence of human resource management decisions on the organization and its environment, to conduct research in the area of human resource management.

Content (topics)

- 1. Transformation of the concept of human resource management and attitude towards an employee.** “Closed system — rationality factor“ period (1890-1930). “Closed system —human factor” period (1930-1960). “Open system – rationality factor” period (1960-1970). “Open system – human factor” period (1970-1990). “Dynamic relationships“ period (1990-2000). “Virtual relationships“ period (2000 – 2015), “Digital relationships“ period (2015 – now).
- 2. Theories and methods of attracting human resources to an organization.** Human resource planning, search, selection.
- 3. Theories of the human resource development in an organization.** Human resource adaptation and socialization. Employee training and development. Leaders‘development. Mentoring and coaching. Performance and remuneration management. Employee involvement and commitment. Talent management.
- 4. Labor relationship management.** Labour code and the role of HRM. Ethics in organizations. Equality and diversity management. Prevention of discrimination.
- 5. International human resource management.** IHRM concept, structure, and strategic aspects. HRM and multicultural environment. International human resource attraction and development aspects. International career and its strategies. Global leaders.
- 6. Trends in human resource management.** Competence management-focused HRM. The concept of green HRM. Employee wellbeing-focused HRM. Digitalization and HRM. Work-life balance.
- 7. Human resource management monitoring.** HRM performance effectiveness evaluation and performance indicators.

Assessment:

Examination (70%) and paper (30 %) on topics of human resource management theories and their application based on the new relevant scientific publications. A paper shall include student’s summary and insights regarding the analyzed topic. The scope of a paper: 15 - 20 pages (Times New Roman 12 pt., 1,5 line spacing).

Compulsory literature
1. Armstrong, M. Taylor, S (2023). Handbook of human resource management practice. London: KoganPage
2. Malik, A. (2022). Strategic Human Resource Management and Employment Relations. An International Perspective. E-book: https://link.springer.com/chapter/10.1007/978-3-030-90955-0_1#editor-information
3. Sánchez-Gardey, G., Martín-Alcázar, F., & García-Carbonell, N. (Eds.). (2021). Beyond Human Resources - Research Paths Towards a New Understanding of Workforce Management Within Organizations. IntechOpen. doi: 10.5772/intechopen.92925
4. Beardwell J.; Thompson A. (2017). Human Resources Management. Eighth edition. <i>Edinburgh. Pearson Education Limited. Online</i>
5. Redman T.; Wilkinson A. (2013). Contemporary Human Resources Management. Fourth edition. <i>Edinburgh. Pearson Education Limited. Online</i>
6. Human resource management practices. Assessing added value. (2015). Editors Anderson M., Nowak C. Springer. <i>Online</i>
7. Dowling, P. J.; Festing, M. & ENGLE, A. D., Sr. (2013) International human resource management. Hampshire: CENGAGE, Learning, 364 p. ISBN 978-14080-3209-1
8. Zheng, C. (2016) International Human Resource Management: Trends, Practices and Future Directions. Hauppauge, New York: Nova Science Publishers, Inc., 227 p. ISBN 9781634850162.(E-knygaVUbiblioteka, http://web.b.ebscohost.com/ehost/ebookviewer/ebook/bmx1YmtfXzEzNTA1NzVfX0FO0?sid=2f1c5347-e2cf-4956-acac-0e99508f3ed5@pdc-v-sessmgr01&vid=0&format=EB&rid=1 ,

Name, surname of the consulting lecturers	Scientific title, degree	The most significant works in the field of science (branch) published during the last 5 years
Danuta Diskienė	Prof. (HP) dr.	<ol style="list-style-type: none"> 1. Stankevičienė A., Grincevičienė N., Diskienė D., Drūteikienė G. (2023). The Influence of personal skills for telework on organisational commitment: The mediating effect of the perceived intensity of telework. <i>Journal of East European Management Studies</i>, 28 (4) 2023, 604 – 627. DOI: 10.5771/0949-6181-2023-4-604. Clarivate Analytics WoS, Scopus. 2. Stankevičienė A., Diskienė D., Tamaševičius V., Paulienė R., Pakėnaitė G.. The impact of teleworking stressors on burnout: a moderation of stress coping strategies // Business transformation in uncertain global environments: 16th annual conference of the EuroMed Academy of Business, September 27-29 2023, Vilnius, Lithuania / edited by: Demetris Vrontis, Yaakov Weber, Evangelos Tsoukatos: EuroMed Press, 2023. ISBN 9789963711987. 3. Paulienė, Rasa; Diskienė, Danuta; Tamaševičius, Virginijus; Blankutė, Dovilė. Interaction of organizational culture, managers' leadership style, employee job satisfaction and commitment in Covid-19 conditions // 15th annual conference of the EuroMed Academy of business : sustainable business concepts and practices : proceedings book / Demetris Vrontis, Yaakov Weber, Evangelos Tsoukatos (eds.), September 21-23 2022 Palermo, Italy : EuroMed Press, 2022. ISBN 9789963711963. ISSN 2547-8516. p. 668-680. 4. Stankevičienė, A., Tamaševičius, V., Diskienė, D., Grakauskas, Žygimantas, & Rudinskaja, L. (2021). The mediating effect of work-life balance on the relationship between work culture and employee well-being. <i>Journal of Business Economics and Management</i>, 22(4), 988-1007. https://doi.org/10.3846/jbem.2021.14729. Clarivate Analytics WoS, Scopus. 5. Jaskeviciute V., Stankeviciene A., Diskiene D., Savicke J. (2021). The relationship between employee well-being and organizational trust in the context of sustainable human resource management. <i>Problems and Perspectives in Management</i>, 19(2), 118-131. doi:10.21511/ppm.19(2).2021.10. Scopus. 6. Tamaševičius, V.; Diskienė, D.; Stankevičienė, A.. Human resource management practice in Lithuania: evidences and challenges // Montenegrin journal of economics. Podgorica : Economic laboratory transition research. ISSN 1800-5845. eISSN 1800-6698. 2020, vol. 16, no. 1, p. 207-226. DOI: 10.14254/1800-5845/2020.16-1.14. [DB: Emerging Sources Citation Index (Web of Science); Scopus 7. Budrienė, D.; Diskienė, D.. Employee engagement: types, levels and relationship with practice of HRM // Malaysian e commerce journal. Cyberjaya : Volkson Press. ISSN 2616-5155. 2020, vol. 4, no. 2, p. 42-47. DOI: 10.26480/mecj.02.2020.42.47. 8. Paulienė, R.; Diskienė, D.; Matuzevičiūtė, E. (2019). Complex approach on multicultural teams management & leadership // Journal of educational and social research. De Gruyter Poland. ISSN 2239-978X. eISSN 2240-0524. 2019, vol 9, no 2, p. 8-16. DOI: 10.2478/jesr-2019-0008. Scopus 9. Diskienė, D., Paulienė, R., Ramanauskaitė D. (2019). Relationships between Leadership Competencies and Employees' Motivation, Initiative and Interest to Work. <i>Montenegrin Journal of Economics</i> Vol. 15, No. 1 (2019), p. 113-129 10. Diskienė D., Korsakienė R., Česynienė R., Drūteikienė G., Smaliukienė R., Stankevičienė A. 2015. <i>Verslininkų vadybinis potencialas ir smulkaus ir vidutinio verslo įmonių internacionalizacija</i>. Kolektyvinė monografija. Vilnius: Vilniaus universiteto leidykla.p.376.

Name, surname of the consulting lecturers	Scientific title, degree	The most significant works in the field of science (branch) published during the last 5 years
Ingrida Šarkiūnaitė	Doc. dr.	<ol style="list-style-type: none"> 1. Ščiukauskė, I., Romeika, G., & Šarkiūnaitė, I. (2024). The consumers perceptions of employer and service brand equity's: the exploratory and confirmatory factor analysis. <i>Journal of Business Economics and Management</i>, 25(1), 85–103. https://doi.org/10.3846/jbem.2024.20716 2. Svagzdiene, B., Sarkiunaite, I., Jasinskas, E., Simanavicius, A., & Pupkis, A. (2022). Leisure time organiser's burnout – unsuccessful professional realisation. <i>Transformations in Business & Economics</i>, 21(2B), 908–921. 3. Šarkiūnaitė, I., & Ščiukauskė, I. (2022). The assessment of employer brand impact on the attraction of employees in international organization. <i>Transformations in Business and Economics</i>, 20(3C), 387–404. 4. Osah, D., & Šarkiūnaitė, I. (2022). Impact of work-life balance management on expatriates' career. 16th Prof. Vladas Gronskas International Scientific Conference, Kaunas: Vilnius University Kaunas Faculty, 3rd of December, 2021: Reviewed Selected Papers, 50–56. https://doi.org/10.15388/ISC.2022.7 5. Alabi, B. O., & Šarkiūnaitė, I. (2022). The impact of workplace environment on expatriates' adaptation to new workplace. 16th Prof. Vladas Gronskas International Scientific Conference, Kaunas: Vilnius University Kaunas Faculty, 3rd of December, 2021 : Reviewed Selected Papers, 5–13. https://doi.org/10.15388/ISC.2022.1 6. Sugavaneswaran, R., & Šarkiūnaitė, I. (2021). The importance of internal and external factors for the selection decision of expatriates. 15th Prof. Vladas Gronskas International Scientific Conference: Reviewed Selected Papers, 113–119. https://doi.org/10.15388/VGIS.2021.15 7. Šarkiūnaitė, I., Mikalauskiene, A., ir kt. (2018). Social Aspect of Sustainable Development: Issues of Poverty and Food, <i>Montenegrin Journal of Economics</i>, 14(2), p. 59-78. 8. Druskienė, A., & Šarkiūnaitė, I. (2018). Motivational Incentives of Civil Servants in Lithuanian Municipalities. <i>Viešoji Politika Ir Administravimas</i>, 17(3), 344–370. https://doi.org/10.5755/j01.paa.17.3.21952

Name, surname of the consulting lecturers	Scientific title, degree	The most significant works in the field of science (branch) published during the last 5 years
Asta Stankevičienė	Doc. dr.	<ol style="list-style-type: none"> 1. Korsakienė, Renata; Stankevičienė, Asta; Nawal, Ayesha. Work engagement and individual performance of teachers: The role of job demands and job resources // Problems and perspectives in management. Sumy : LLC "CPC "Business Perspectives". ISSN 1727-7051. eISSN 1810-5467. 2024, vol. 22, iss. 3, p. 528-541. 2. Sungailė, Ugnė; Stankevičienė, Asta; Tamaševičius, Virginijus; Subačienė, Rasa. Employee experience conditions: Construct validation and analysis of the impact on employee engagement and intention to leave the organisation // Economics & sociology. Szczecin : Center Sociological Research. ISSN 2071-789X. eISSN 2306-3459. 2024, vol. 17, no. 2, p. 80-102 3. Sungailė, Ugnė; Stankevičienė, Asta. Past trends and future directions in green human resource management research: a bibliometric analysis // Global business transformation in a turbulent era: 17th annual conference of the EuroMed academy of business, September 11-13 2024, Pisa, Italy : conference readings, book proceeding : EuroMed Press, 2024. ISBN 9789925628018. ISSN 2547-8516. p. 878-888 4. Stankevičienė, Asta; Grincevičienė, Neringa; Diskienė, Danuta; Drūteikienė, Greta. The Influence of personal skills for telework on organisational commitment: The mediating effect of the perceived intensity of telework // JEEMS: Journal of East European management studies. Baden-Baden : Nomos. ISSN 0949-6181. eISSN 1862-0019. 2023, vol. 28, iss. 4, p. 606-629. 5. Stankevičienė, Asta; Diskienė, Danuta; Tamaševičius, Virginijus; Paulienė, Rasa; Pakėnaitė, Gedvinė. The impact of teleworking stressors on burnout: a moderation of stress coping strategies // Business transformation in uncertain global environments: 16th annual conference of the EuroMed Academy of Business, September 27-29 2023, Vilnius, Lithuania / edited by: Demetris Vrontis, Yaakov Weber, Evangelos Tsoukatos : EuroMed Press, 2023. ISBN 9789963711987. ISSN 2547-8516. p. 1164-1166. 6. Stankevičienė, A.; Diskienė, D.; Tamaševičius V.; Korsakienė, R. 2017. <i>Attitudes of Managers towards the Role of HR Departments in Organizational Performance: Evidence from Lithuania. Transformations in Business & Economics</i>, 1 (31): 258-273. 7. Stankevičienė, Asta; Šimelytė, Agnė; Tamaševičius, Virginijus; Petkinytė, Evelina. The impact of sociodemographic factors and work-family conflict on the relationship between organizational support and women's burnout // Problems and perspectives in management. Sumy : LLC CPC Business Perspectives. ISSN 1727-7051. eISSN 1810-5467. 2023, vol. 21, iss. 3, p. 497-510 8. Stankevičienė, Asta; Tamaševičius, Virginijus; Diskienė, Danuta; Grakauskas, Žygimantas; Rudinskaja, Liana. The mediating effect of work-life balance on the relationship between work culture and employee well-being // Journal of business economics and management. Vilnius : Technika. ISSN 1611-1699. eISSN 2029-4433. 2021, vol. 22, iss. 4, p. 988-1007 9. Jaškevičiūtė, Vaida; Stankevičienė, Asta; Diskienė, Danuta; Savickė, Julija. The relationship between employee well-being and organizational trust in the context of sustainable human resource management // Problems and perspectives in management. Sumy : Business perspectives. ISSN 1727-7051. eISSN 1810-5467. 2021, vol. 19, no. 2, p. 118-131 10. Kasperavičiūtė, Ugnė; Stankevičienė, Asta; Diskienė, Danuta. Influence of employee experience conditions on employee

		<p>engagement, organizational commitment and intention to leave the organization // Accounting, audit, analysis: transformation of science and business in new economic reality: international scientific conference, November 25-26, 2021 : book of extended abstracts. Vilnius : Vilnius University Press, 2021. eISBN 9786090706725. p. 51-55. (Vilnius University Proceedings, ISSN 2669-0233 ; vol. 18</p> <p>11. Tamaševičius, Virginijus; Diskienė, Danuta; Stankevičienė, Asta. Human resource management practice in Lithuania: evidences and challenges // Montenegrin journal of economics. Podgorica : Economic laboratory transition research. ISSN 1800-5845. eISSN 1800-6698. 2020, vol. 16, no. 1, p. 207-226</p> <p>12. Stankevičienė, Asta; Šarupičiūtė, Julija; Naudžiūnaitė, Greta. Relationships between employee empowerment, emotional intelligence and managerial style in financial organizations // Proceedings of the 15th European Conference on Management, Leadership and Governance ECMLG 2019, Polytechnic Institute of Porto Porto Accounting and Business School, Portugal 14-15 October 2019 / Edited by Anabela Mesquita, Paulino Silva. Porto : ECML, 2019. ISBN 9781912764471. p. 357-365.</p>
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