

DESCRIPTION OF A STUDY COURSE – SYLLABUS

Title of a course	Human Resources in Transport				
Head of course	PhD Drago Pupavac, College Professor				
Study programme	Professional undergraduate study Railroad Transport				
Status of a course	Elective				
Year of study	3.	Semester	V	ECTS credits	3
Teaching plan (L + E + S+ Pr)	2L+1E				
Goals of a course					
The aim of the course is to acquaint students with the role and organization of human resource management, as well as the possibility of applying the existing practice in human resource management in transport companies. By acquiring basic knowledge about the management and specificities of human resources in transport, students are trained to identify, plan and evaluate the HRM in the practice of transport companies in different branches of transport.					
Conditions for enrolling course					
No conditions					
Learning outcomes on a level of a study programme which includes course					
<p>Outcome 2: Apply legislation in the field of road/ railroad transport.</p> <p>Outcome 3: Use standards that cover the subject area when designing transport projects and implementing technological and service processes in the field of road/ railroad transport.</p> <p>Outcome 4: Analyse and evaluate the economic aspect in the traffic engineering practice.</p> <p>Outcome 8: Recommend effective solutions for road/ railroad transport system planning based on sustainable development principles.</p> <p>Outcome 14: Independently present professional content on oral, written and graphical basis using the usual tools in Croatian and/or foreign language.</p> <p>Outcome 15: Participate in teamwork in solving complex road/ railroad transport tasks.</p>					
Expected learning outcomes on a level of a course					
<ol style="list-style-type: none"> 1. Critically evaluate the functioning of the labour market and determine the specificities of the labour market. 2. Compare the classical and contemporary approach to the concept of human resources management 3. Develop a succession plan for key managers and a portfolio analysis of human resources 4. Manage human resources functions 5. Apply information technology to successfully manage human resources 					
Content of a course					
Theoretical features of economics, labour market and human resources. Organizational concept of human resources management in transport enterprises. Functions of human resources in transport enterprises. Information technologies – a factor in achieving high quality management over human resources in transport enterprises.					
Teaching modes	<input checked="" type="checkbox"/> lectures <input type="checkbox"/> auditory exercises <input checked="" type="checkbox"/> seminars and workshops <input type="checkbox"/> distance learning <input type="checkbox"/> field classes		<input checked="" type="checkbox"/> individual assignments <input type="checkbox"/> multimedia and network <input type="checkbox"/> laboratory <input type="checkbox"/> supervisor's work <input type="checkbox"/> other _____		
Comments					
Students' obligations					
Grading, evaluation and monitoring of students' work continuously during lectures and exams					

Grading is based upon evaluation of course's learning outcomes' adoption. Grading is performed continuously during lectures and/or during exam, in compliance with the provisions of Regulation on the assessment of students.

Continuous check-up:

Outcomes	Pre-exam I	Pre-exam 2	Seminar work	Assignment s	Threshold	Max
Outcome 1	10		3	3	2	16
Outcome 2	10		4	4	9	18
Outcome 3	10		3	3	8	16
Outcome 4		20	5	5	15	30
Outcome 5		10	5	5	10	20
Percentage of ECTS	1	1	0,5	0,5		
Total	30	30	20	20	50 %	100 %

A student has passed the exam if he has acquired a percentage of credits for each learning outcome higher or equal to defined threshold.

Exam term:

Outcomes	Written exam	Oral exam	Max
Outcome 1	12	4	16
Outcome 2	12	6	18
Outcome 3	11	5	16
Outcome 4	20	10	30
Outcome 5	15	5	20
Percentage of ECTS	2	1	
Total	70	30	100 %

A student has passed the exam if he has acquired a percentage of credits for each learning outcome higher or equal to defined threshold.

Grading:

A student has passed the exam if he has acquired at least 50% of anticipated credits of a specific learning outcome.

If a student has passed learning outcomes of all courses, the accomplished credits (percentages) of all passed learning outcomes are being added, while the final grade is defined upon following table:

Range of credits (percentages)	Numerical grade	ECTS grade
90,00 – 100,00	Excellent (5)	A
75,00 – 89,99	Very good (4)	B
60,00 – 74,99	Good (3)	C
50,00 – 59,99	Sufficient (2)	D
0,00 – 49,99	Insufficient (1)	F

Obligatory literature

1. Pupavac, D., Zelenika, R. (2004). Upravljanje ljudskim potencijalima u prometu, Veleučilište u Rijeci, Rijeka.
2. Trošelj, D., Pupavac, D. (2015). Analiza ljudskih potencijala – preduvjet uspješnosti suvremenih poduzeća, Suvremeni trendovi i kvaliteta u upravljanju ljudskim resursima (ur. Slović Slobodan), Visoka škola strukovnih studija za ekonomiju i upravu Centar za ekonomska istraživanja (CEIB), Beograd, str. 159-168.
3. Pupavac, D. i Zelenika, R. (2003). UPRAVLJANJE ZNANJEM I ZADOVOLJSTVOM ZAPOSLENIKA - ČIMBENIK KOMPETITIVNOSTI PROMETNIH TVRTKI. Ekonomski pregled, 54 (9-10), 787-808. Dostupno na <https://hrcak.srce.hr/25664>
4. Pupavac, D., Baković, I. (2017). Zaposlenost u prometnom sustavu za 21. stoljeće – skica jedne vizije, Suvremeni promet 1-2, HZDP, God 37, Br.1-2, Zagreb.

Additional literature

1. Bahtijarević-Šiber, F. (1999.), Management ljudskih potencijala, Golden Marketing, Zagreb
2. Noe, R. A., Hollenbeck, J. R., Gerhart, B., Wright, P. M. (2006.), Menadžment ljudskih potencijala, Mate, Zagreb.
3. Marušić, S. (2000). Upravljanje i razvoj ljudskih potencijala, Adeco & Ekonomski institut, Zagreb.
4. Pupavac, D. (2017). Zaposlenost u željezničkom prometu: pogled unatrag i pogled u budućnost, Željeznice 21, Stručni časopis Hrvatskog društva željezničkih inženjera, God 16, Br. 4, str. 7-14.
5. Pupavac, D. et al. (2004). [Human Potetntials Menagement in Transport](#) // *Promet-Traffic-Traffico*, **16** (2004), 3; 117-184.
6. Zelenika, R., Pupavac, D. (2003). [Intellectual capital : developmental resource of the logistic firms for the 21st century](#) // *Promet-Traffic-Traffico*, 15, 1, p.37-41.
7. Pupavac, D., Drašković, M. (2015). [Employment in Transportation: Looking Backward and Looking Forward](#) // *Interdisciplinary Management Research XI* / Barković, Dražen ; Runzheimer, Bodo (ur.). Opatija: Ekonomski fakultet u Osijeku ; Hochschule Pforzheim University, str. 851-860.
8. Pupavac, D. Zelenika, R. (2003). [Information technologies : basic factor for transition from traditional into modern approach to management of human potential](#) // 14th International Conference on Information and Intelligent Systems (IIS 2003) : proceedings / Aurer, Boris ; Kermek, Dragutin (ur.). Varaždin: FOI, 2003. str. 297-305.

