

## **Bachelor study program**

### **HUMAN RESOURCES MANAGEMENT**

#### **Graduate Profile**

The Human Resource Management specialization is part of the study program Economics and Management. This is a professional bachelor's specialization that is focused on preparation experts capable of systematically ensuring the effective use of human resources in organizations workforce and potential.

Profiling teaching is oriented towards the area of active work and cooperation with people in organizations, for planning and managing key personnel processes and activities in companies. Educational the process is based on the use of modern interactive methods and approaches (simulation, demonstrations, case studies, or teaching by experts from practice) and on connecting theory with practice. The specialization is conceptually focused especially on conditions in international and large ones companies, however, its knowledge can be used in any organization aspiring to long-term success in the current market environment.

Due to the nature of the specialization, it is compared to other bachelor's degrees offered specializations less demanding on quantitative methods (mathematics, statistics) and the emphasis is focused mainly on knowledge in the field of human resource management, andragogy, psychology personalities, work and organization and, last but not least, also from the field of labor law and the legal and financial arrangement of relations between employees and employers.

Compulsory internship is included in the fifth semester of study to increase the employability of graduate students. For mandatory internships, students most often choose Škoda Auto, others Škoda Auto partner companies Universities, or foreign companies, especially within of the Volkswagen concern, to which he goes with the support of the Erasmus+ program. As part of the Erasmus program, students can also spend a semester or two at one of more than the school's sixty partner universities. Škoda Auto University also offers very interesting projects outside of Erasmus and it is thus possible to choose for your foreign experience destinations such as China, India, South Korea, or the USA.

Graduates of the specialization can further deepen their knowledge and skills within the framework follow-up master's specialization in Human Resource Management in an international environment. Given the expanded and comprehensive common core of all B.Sc. specializations, the student is also prepared to study other master's specializations, which the school offers. The specialization is intended for students interested in communication and working with people.

A graduate of the Human Resource Management specialization is equipped with a complex of interconnected, and detailed knowledge of human resource management, andragogy, personality psychology, work and organization, and, finally, also from the field of labor law and legal and financial law arrangement of relations between employers and employees. Due to the study of compulsory subjects on a common basis, the graduate also has economic and legal knowledge, controls the basics of marketing, and is equipped with computer, statistical, and language competencies. He is equipped with an appropriate combination of technical and economic knowledge and is capable of practical application, which distinguishes him from graduates of other universities with similar orientations.

#### **Graduate Employment**

Graduates of the specialization can apply especially for positions of specialists and managers employees in the personnel departments of various multinational and national companies and companies. They may also hold specialist positions in providing organizations and agencies consulting services in the field of human resources management.