

2.3

HUMAN RESOURCES MANAGEMENT

What are we going to do today

Timeline and main activities:

- ❖ Presentation of the theoretical part on management in the context of the impact of the management style on the structure of the organization.
- ❖ Activity 1: Discussion on the impact of management style on the structure of the organization?
- ❖ Presentation of the theoretical part relating to the most important provisions of the employment contract.
- ❖ Activity 2: Important provisions in the employment contract: for employee and employer (work in national groups).
- ❖ Break
- ❖ Presentation of the theoretical part on selected company structures and their typical roles.
- ❖ A short talk in relation to the issues of this theoretical part.
- ❖ Questions and wrap up session
- ❖ Evaluation

Overall description

The aim of this session is to familiarize the participants with issues related to human resource management. At the beginning, the issue of the influence of the management style of the organization on its structure will be discussed. Then, the employment contract will be discussed in the context of the provisions that are important from the point of view of the employee and the employer. Finally, selected company structures as well as the most typical roles and responsibilities will be discussed. The issues taken will be discussed theoretically, while participants will also have the opportunity to acquire practical skills. It will contribute to a proper understanding of the presented training problems.



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| Key learning points | <p>The key learning points include the following topics:</p> <ol style="list-style-type: none"> 1. What is the influence of the management style on the structure of the organization? 2. What are the important provisions in the employment contract from the employee's point of view, and which ones from the entrepreneur's point of view? 3. What might the structures of the company be and what are the typical roles associated with them? |
| What will you prepare during this session | Practical exercises, collecting arguments for and against, becoming an employer and employee |
| To do list AFTER this session | Drafting employment contracts |