

DESCRIPTION AND SYLLABUS

Name of the subject in Hungarian:	Operation and HR Management in Health Tourism
Name of the subject in English:	Operation and HR Management in Health Tourism
Credit value of the subject:	7
The code of the subject in the electronic study system:	BN-OPHRHE-07-KG
Classification of the subject:	Obligatory
Language of instruction (in case of non-Hungarian courses):	English
Institute or department responsible for the subject:	Institute of Tourism
Course type and number of contact hours:	Lecture + Practical, class per week: 2+2, class per semester: 0+0
Mode of study: (Full-time / Part-time):	Full-time training
The semester in which the subject is open for registration:	2022/2023 1st semester
Prerequisite(s):	-

THE PURPOSE OF THE SUBJECT, LEARNING OUTCOMES:

Within the framework of the subject, the student can gain insight into companies, especially in the case of companies operating in the hotel industry, the importance of human resources. He/she will learn the importance and task of the human resources department within a company, and how HR can help the company succeed. The student will be able to place the HR department in the internal system of the company. You will be able to create an organization chart which represents the entire structure and hierarchical system of the company. He/she will be able to perform better managerial tasks and to cooperate more closely. He/she will be able to assemble a successful team, even in the case of a start-up business. He/she will be able to create, train and develop the most successful and effective workforce by learning about different personality types

SUMMARY OF THE CONTENT OF THE SUBJECT

The most important task of the subject is its purpose and topics. The student gets to know the organizational structure within the company. You will see the importance of human resources both from the employee's and the employer's point of view. I think it is important that both sides are represented and that the student learns not only employee tasks, responsibilities and rights, but also similar areas affecting employees. In addition, the task of the subject is to enable the student, both in terms of legal and labor law, human communication, efficiency and personal knowledge, to put together an effective and successful team of employees, employ them appropriately, motivate them and measure their performance in an appropriate way, the company for the success of your company

STUDENT'S TASKS AND PLANNED LEARNING ACTIVITIES:

The student must present presentations within the framework of the practical training. During teamwork, you have to prove your ability to cooperate, solve problems, and be creative. You must be able to evaluate other presentations and draw conclusions after each situation

EVALUATION OF THE SUBJECT:

The student will take a written exam on the lecture section of the curriculum, where he/she must give an account of the entire semester's material. In the practical part, she/he have to complete an assignment, which will also be a summary of the material learned during the practical training.

All of the students' presentations and group work are evaluated during the practical training. Of course, their practical marks at the end of the year will be determined based on the

assignment to be submitted and the points collected during the half year.

The oral exam will also be a kind of portfolio exam that will cover the semester's material.

There will be questions related to topics and areas, rather than items, where the student will have to prove his/her attitude to the topic, his/her knowledge and the competencies he/she has acquired.

The assessment is carried out as follows:

0-50 points INSUFFICIENT

51-63 points are SUFFICIENT

MEDIUM up to 64-76 points

GOOD up to 77-88 points

OUTSTANDING up to 89-100 points

Offered grade can be given: No.

OBLIGATORY READING LIST:

- *Human resource management : people and organisations.* Chartered Institute of Personnel and Development, 2016
- Tesone, D. V.: *Human resource management in the hospitality industry : a practitioner's perspective.* PEARSON/Prentice Hall, c2005
- Michael J. Boella, Steven Goss-Turner: *Human Resource Management in the Hospitality Industry* , Wiley, 2015, <https://www.wiley.com/en-us/Human+Resources+Management+in+the+Hospitality+Industry%2C+2nd+Edition-p-9781118988503>

RECOMMENDED READING LIST:

- Pledger, Pat: *English for human resources.* Oxford University Press, 2011