

Name of university, Name of faculty: Trnava University
Faculty of Health Care and Social Work

INFORMATION SHEET OF THE SUBJECT

Code: YOsm012		Name: Human resources management			
Cover: Department of Nursing					
Type of educational activity: Lecture				Number of credits: 4	Recommended semester: WT
Scope of educational activity (in hours): Weekly: 2 For term of study: ZS 46					Study grade: Master
Method of educational activity:					
Recommended semester		Study programme			
2.year WT		Nursing (D2-OŠET-22-K)			
Underlie subjects:					
Conditions for passing the course: Method of evaluation: Completion by taking an examination Continuous evaluation: no Final evaluation: oral exam Finished: oral exam					
Learning outcomes: After completing the subject, the student will expand his knowledge of the personnel management of people working in healthcare and nursing, who collectively and individually contribute to the achievement of the organization's goals. This is the kind of management whose goal is to find the right employee for the given job. LO1 The student can define human resources management LO2 The student can describe the problems of human resource management in the health sector LO3 The student can justify fluctuation in the health sector LO4 The student understands the laws of organizational culture LO5 The student argues the management of problem nurses LO6 The student applies the acquired knowledge in solving interpersonal conflicts					
Schedule of subject: 1. Introduction to the issue of human resource management 2. Human resource management processes in the practice of a healthcare facility 3. The content of the personnel activities of a nurse manager 4. Social consensus and collective agreement in healthcare 5. Professional development and education in nursing 6. Development of workers in nursing management 7. Evaluation of the performance of nurses 8. Motivation and remuneration of nursing personnel 9. Working group in nursing management 10. Leadership in nursing 11. Mobbing, bossing and staffing in nursing 12. Management of problem nurses					
Recommended reading: • ARMSTRONG, M. - TAYLOR, S. 2025. Řízení lidských zdrojů. 13. vydanie. Praha: Grada Publishing, 2022. 928 s. ISBN 978-80-247-5258-7. • BOROŇOVÁ, J. 2025. Manažment a rozvoj ľudských zdrojov v ošetrovateľstve [elektronický dokument] [učebnica pre vysoké školy] / Boroňová, Jana [Autor, 100%] ; Zrubáková, Katarína [Recenzent] ; Bramušková, Jarmila [Recenzent]. – 1. vyd. – Brno (Česko) : Code Creator, 2025. – 472 s. [23,6 AH] [online]. – ISBN 978-80-88673-37-8 https://publi.cz/book/6731-manazment-a-rozvoj-ludskych-zdrojov-v-osetrovatelstve • DIMUNOVÁ, L. - PAROVÁ, V. 2025. Manažment v ošetrovateľstve [online]. 1. vyd. Košice: Univerzita Pavla Jozefa Šafárika v Košiciach, Vydavateľstvo ŠafárikPress, 2025. 199 s. ISBN 978-80-574-0470-5. DOI: 10.33542/MVO-0470-5. Dostupné na: https://doi.org/10.33542/MVO-0470-5 • JAKUŠOVÁ, V. 2016. Manažment pre nelekárske študijné odbory. Martin: Osveta. 2016. 202 s. ISBN 978-80-8063-447-6 • URBANCOVÁ, H. – VRABCOVÁ, P. 2023. Strategický management lidských zdrojů, moderní trendy v HR. Praha: Grada, 296 s. ISBN 978-80-271-3675-9					
Language requirements: Slovak					
Notes: The daily combined method consists of lectures (online, distance learning, self-study) and seminars (online, discussion group in MS Teams). Self-study is supported by e-learning.					
Course evaluation: Assessed students in total: 88					
A	B	C	D	E	FX
58%	8%	17%	11%	3%	2%

Lecturers:

doc. PhDr. Jana Boroňová, PhD., lecturer, examiner

Date of last change: 01.09.2026

Approved by: prof. PhDr. Ivica Gulášová, PhD., MHA