

HR in practice - What I take away

Firstly I would like to say, that I am really thankful for this course. I really appreciate that at our University is such a possibility to choose such a practical course. Probably it was the best and the most interesting course I have taken during my studies.

It helped me to make a picture what personnel management is about. I can honestly say that now my view has been broadened. I found out in what areas of human resources management I am interested.

Most from all lectures, I liked lecture about talent development system, about employer of choice, change management and also the lecture about first steps in company. Most interesting for me was a topic about employer of choice. I think that lot of companies underestimate the importance of creating an image and the brand. But in this dynamic market and high competition of big international companies I consider it like a very important fact. Lot of big companies, especially that are providing customer services are not very popular among a young people, exactly there I see a gap in a policy of employer of choice.

The lecture whom I took the most important things was the last one. Because it was suitable exactly for us. We are graduating and we are thinking about our future career. Many times we have different expectations about our career and job from a real working process. It was important to hear how managers are looking at their employees and at their performance. It was useful to hear how we can be promoted and get an opportunity to grow. It was so true that we need to show to our managers that firstly we are interested to be developed, to show to managers in which areas we want to grow. I liked the idea about asking to work one hour per day for some project for free and to get closer to our dreamed position.

I have realized that really we need to try hard, to be initiative, sometimes to work even for free to get an experiences and to realize what we really want to do. It is very likely that our first job will be not the dreamed one, but even that first job can help us in our career.

These words inspired me to apply for an intership. I plan this year to go to USA for couple of months, to use my last opportunity for work and travel, but after our last lecture I have gotten an idea, why to go to USA and work in a laundry or in a restaurant when there are possibilities to do an intership in some american company. These days I am looking for some possibilities and allready I have found some. Also I realized that my current part-time job is not connected a lot with a subject I am studying, so in second term I plan to quit it.

I would like to say, the HR in practice is influencing our lives, some of us more and some of us less, but it is. Thanks to brilliant lectors you have invited.

As a nice end of a course I appreciate interships that companies offer to students that have taken the course. It is a very nice motivation and very good idea for students. I am happy that our education system is going forward and that there was such a possibility.

Some more factores I liked about course:

- Reading for lectures – by it i could practice a bit my english,
- The book – melting iceberg,
- Key studies,
- Games and activities,
- Short tests – it pushed us to read articles and to study,
- Interest from lectores and all HR team, e-mails,
- Practical, useful, real informations and advices.
- Intership offered

The course was very nice, but also there could be some improvements. At first lectures there was too much of theory, structures of companies, the theory that we already have studied. We were expecting something real and we did not get it. We were interested about the true reality in a companies, some hints and tips for our future careers. But maybe it was because of first topic which were not so interesting for me.

Also I found a lack in a time management. Lectors wanted to do too much in a short time, after I had to leave on time from class, because of my work or train, I was really sorry that I could not be there for a practical exercises. Sometimes these excercises I would scheduled at the beggining of lectures, because after all theory we were tired and bored.

Possible improvements, ideas:

- To inform about intership at the beginning of course to make student more involved and interested and to arise a competition.
- When it is called HR in practice, what about take us really to one of present companies and to see how to make a real recruitment, interview, training, We could be divided into groups, some people would go to Lenovo, some to Sheraton, some to Dell and there would be a possibility to see the HR in practice, it could be very intersting to see what we are studying in a real company, and also to see a working places of each company.
- More space for activities, activities on each topic. We could do an interview in a class, exercises from development or assesment centrum to help us understand what it is about. Also I would love to see real assesment centrum, to go to one of them and to be with a HR who is organizing it. It would be nice opportunity to receive tips and tricks.

I enjoyed overall course of HR. I have learned a lot. Made my view clear about work of HR people. People that presented were very pleasant and educated. Also their level of language skills was very high. It made me sure how important is to speak the languages on good level. Especially I enjoyed a canadian lector, he gave us nice advices, incentives to think and also another view of point from his culture.

Dominika Mireková