

HR in practice – course experience

In the beginning my expectations for the course were unclear, since I did not know what to expect from the lessons. I learned about it from a mass email which was sent to everyone studying personnel management. I thought for myself, why not give it a chance. There were couples of reasons for my decision. First of all by taking this subject I will have one less to complete in summer semester, so in the end I will have more time to write my diploma thesis (and work in parallel with school) without being forced to concentrate on one more subject. Also HR in practice sounded much more interesting and actually from the area that I study instead of the replaced subject.

As I said, at first my expectations were unclear, but during the first lesson we got to know the structure of the subject, the lecturers and the way that the lessons will be organized. It kind of caught my interest, because you do not have many opportunities to have subjects in English where you learn practical information presented by people from various multinational companies, who know the subject best since it's their everyday "bread and butter".

The structure of the lessons was very interesting and also the way that the presenters were teaching was fun. Of course each of the lecturers had their ups and downs and some were better than the others but all in all the quality of the presentations and the received practical information was very high in comparison to other subjects on school which provides mostly vast theoretical knowledge which is hardly usable in everyday life. What I would maybe suggest for the future would be more activity required from us the students. Some of the lessons were quite good in this but on some we were just sitting and listening to lecturer without any practical exercise or without any activity from our side. I know that students often do not react by themselves, but you can force us a little if this was the issue.

What I probably liked the most was the fact that there was always opportunity to raise your questions and voice your opinions (if you wanted to) which is not so common on other subjects. The communication between the lecturers and students was kept on an informal level which helped me even more to enjoy the lessons. If you would disagree it was not taken as something bad, rather it was used as a topic for a discussion.

When it comes to the actual knowledge that we learned, it was always very practical and you could feel that it is something that is used in everyday life. Not all the knowledge was new to me (some of the information was so basic that probably everyone who sometimes worked experienced it personally), nor did I agree with all of it, but on the other hand it was very refreshing to think about things that seemed so simple but yet they proved to be much more complex in the end. Lots of the information said during the lessons changed my point of view on various subjects thanks to hearing different opinions. In some cases the information said reassured me that I was acting in my previous life experience in correspondence with what was said during the lessons without knowing it at that time which is even more pleasant to discover.

All in all I think that the subject in general was very interesting part of my studies and the only downside is that there were not more opportunities to study subjects like this in

previous years (or maybe there were but I did not know about them). In my opinion students should be able to pick subjects like HR in practice (practical knowledge presented by people from actual companies) every semester when they have to decide about optional subjects. Or if there is such possibility already it should be more widely communicated because close cooperation of university and external organizations is probably the right way for the education in the future. There are no cons for this. Organizations got to know their possible future employees already during their studies. Students get opportunities to learn practical information and obviously also get connection to people from the companies which can serve them in their future job life. And in the end the university reputation would raise because it would be known as a place where majority of students can easily get connection to companies on the market, where you can study in different language and learn practical information.

Vladimír Kučera