



## Subject card

Subject name and code	Human Resources Management, PG_00044475						
Field of study	Engineering Management						
Date of commencement of studies	October 2019	Academic year of realisation of subject				2022/2023	
Education level	first-cycle studies	Subject group				Obligatory subject group in the field of study Humanistic-social subject group Subject group related to scientific research in the field of study	
Mode of study	Part-time studies	Mode of delivery				at the university	
Year of study	4	Language of instruction				Polish	
Semester of study	8	ECTS credits				2.0	
Learning profile	general academic profile	Assessment form				assessment	
Conducting unit	Department of Social Sciences and Philosophy -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Joanna Szulc				
	Teachers		dr Joanna Szulc				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	16.0	0.0	0.0	0.0	16
	E-learning hours included: 0.0						
ZARZĄDZANIE ZASOBAMI LUDZKIMI - Moodle ID: 29236 <a href="https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29236">https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29236</a>							
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours	Self-study	SUM		
	Number of study hours	16	2.0	32.0	50		
Subject objectives	Acquisition the ability of describing main problems, defining and characterizing techniques and distinguishing the most important instruments of human resources management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_W03] has a basic knowledge of the relationship both within the organisation and between the organisation and the environment	The student understands the importance of the relationship both within the organization and between the organization and the environment and its impact on Human Resource Management			[SW1] Assessment of factual knowledge		
	[K6_K02] identifies problems related to undertaking various tasks, including engineering in the changing conditions of the organisation's functioning; takes into account the ethical aspect related to the implementation of the organisation's tasks	The student describes and understands the main problems related to undertaking Human Resource Management tasks in the changing conditions of the organization's functioning and takes into account ethical aspects			[SK5] Assessment of ability to solve problems that arise in practice		
	[K6_U06] uses basic theoretical knowledge to solve selected organizational problems, design technical solutions and manage projects, including engineering projects	The student knows the key theories related to Human Resource Management and is able to use them to solve given problems related to the management of people in the organization			[SU5] Assessment of ability to present the results of task		
Subject contents	Introduction to human resource management Recruitment of employees - job analysis and job description Employee selection Employee evaluation and job evaluation Remuneration and motivation systems Happiness and stress in the work environment Managing diversity in the work environment						
Prerequisites and co-requisites							

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Test	60.0%	50.0%
	Group project	60.0%	50.0%
Recommended reading	Basic literature	Tomczak M., Krawczyk-Bryłka B. (red.), Zarządzanie Zasobami Ludzkimi Warszawa 2017; Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2011; Poczowski A., Zarządzanie zasobami ludzkimi, Warszawa 2016; Król H., Ludwicyński A. (red.), Zarządzanie zasobami ludzkimi., Warszawa 2017; Listwan T., Sułkowski Ł. (red.), Metody i techniki zarządzania zasobami ludzkimi, Warszawa 2016  +academic journal articles shared during the classes	
	Supplementary literature	Sajkiewicz A. (red.), Zasoby ludzkie w firmie, Warszawa, 2004; Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010; Dale M., Skuteczna rekrutacja i selekcja pracowników, Warszawa 2012; Woźniak J., Rekrutacja teoria i praktyka, Warszawa 2013; Marcinak J., Standaryzacja procesów zarządzania personelem, Kraków 2006  +academic journal articles shared during the classes	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Developing an HR policy toolkit for a selected job. Developing an HR policy toolkit for a selected organization. Creating a job description sheet. Conducting a job evaluation for an organization. Developing a model recruitment advertisement. Developing a selection interview scenario. Designing the assumptions of the adaptation process in the organization. Developing a career path.		
Work placement	Not applicable		