



## Subject card

Subject name and code	Human Resources Management, PG_00049683						
Field of study	Economics						
Date of commencement of studies	October 2020	Academic year of realisation of subject			2022/2023		
Education level	first-cycle studies	Subject group			Optional subject group Subject group related to scientific research in the field of study		
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	3	Language of instruction			Polish		
Semester of study	6	ECTS credits			4.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Entrepreneurship and Business Law -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Łukasz Sienkiewicz				
	Teachers		dr hab. Łukasz Sienkiewicz				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Zarządzanie zasobami ludzkimi - Moodle ID: 29893 <a href="https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29893">https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29893</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	30	6.0	64.0	100		
Subject objectives	The aim is to transfer knowledge and acquire skills in the field of human resource management processes in the organization by introducing the principles of managing people in organizations of various types and sizes. Classes conducted in active forms are aimed at developing the competence of cooperation in a team and prepare students for active participation in improving human capital management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_W05] has a basic knowledge of the human being as an entity creating economic and public organisations and of the results of economic decisions affecting the decisions taken by them	The student knows the role of the human being and HRM processes in the organization and team, is able to use the knowledge of HRM processes to increase the effectiveness of the organization.			[SW3] Assessment of knowledge contained in written work and projects		
	[K6_U14] can work independently and in a team	The student actively participates in the implementation of team tasks, improves HRM processes in his team.			[SU1] Assessment of task fulfilment		
	[K6_U10] can analyse specific problems and select methods and instruments to solve them in a rational way	The student is able to explain the social processes concerning the management of people in the organization and in the team. Proposes solutions to improve HRM processes.			[SU4] Assessment of ability to use methods and tools [SU2] Assessment of ability to analyse information		
Subject contents	<ol style="list-style-type: none"> <li>1. Evolution of the personnel function towards HRM</li> <li>2. Human resources management strategy</li> <li>3. Job analysis and job description</li> <li>4. Evaluation of jobs and competencies</li> <li>5. Recruitment of employees</li> <li>6. Selection of employees</li> <li>7. Onboarding in the organization</li> <li>8. Evaluation of the effectiveness of work and employees</li> <li>9. Motivational systems</li> <li>10. Training and development of employees</li> <li>11. Career management</li> <li>12. Talent management</li> <li>13. Digital technologies in HRM</li> <li>14. Measurement of HRM effectiveness and return on investment</li> <li>15. Conditions of HRM culture, labor market, competition</li> </ol>						

Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Final test	50.0%	50.0%
	Attendance	90.0%	20.0%
	Practical assignments during classes	50.0%	30.0%
Recommended reading	Basic literature	1. Juchnowicz M. (red.), Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje, PWE, Warszawa 2014. 2. Juchnowicz M. (red.), Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy, PWE, Warszawa 2016. 3. Armstrong M., Zarządzanie zasobami ludzkimi, Wolters Kluwer, Warszawa 2011.	
	Supplementary literature	1. Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010. 2. Sienkiewicz Ł. (red.), Zarządzanie zasobami ludzkimi w oparciu o kompetencje. Perspektywa uczenia się przez całe życie, IBE, Warszawa 2013. 3. Sienkiewicz Ł., Optymalizacja użyteczności kapitału ludzkiego perspektywa przedsiębiorstwa, Oficyna Wydawnicza SGH, Warszawa 2018.	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Developing the assumptions of the human resources management strategy along with defining long-term goals. Developing a job description and competency profile. Evaluation of job positions in the organization. Development of a model recruitment advertisement. Developing a script for a selection interview. Designing assumptions for the adaptation process in the organization. Developing a career path. Development of assumptions for the talent management program. Development of assumptions for the HRM effectiveness measurement system.		
Work placement	Not applicable		