



## Subject card

Subject name and code	HR Management, PG_00049705						
Field of study	Management						
Date of commencement of studies	October 2020	Academic year of realisation of subject				2022/2023	
Education level	first-cycle studies	Subject group				Obligatory subject group in the field of study 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				English	
Semester of study	5	ECTS credits				3.0	
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	0.0	45.0	0.0	0.0	0.0	45
	E-learning hours included: 0.0						
HR Management (Bachelor) - Moodle ID: 25901 <a href="https://enauczanie.pg.edu.pl/moodle/course/view.php?id=25901">https://enauczanie.pg.edu.pl/moodle/course/view.php?id=25901</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	45		6.0		24.0	75
Subject objectives	The aim of the subject is to get knowledge in the area of decision making in organizational human resources management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_U09] uses theoretical knowledge to design solutions for managing the organization's resources	The student can make individual project that refers to management of organizational human resource.			[SU1] Assessment of task fulfilment		
	[K6_W04] has a basic knowledge of the types of social ties in the organisation and the rules governing them, especially in the field of ties resulting from the division of labour in the organisation, taking into account cultural aspects	The student understands different motivators that make people act in particular way at organizational grounds.			[SW3] Assessment of knowledge contained in written work and projects		
	[K6_U14] collaborates and works in teams, including international teams, taking on different roles in them	Student can play different organizational roles.			[SK5] Assessment of ability to solve problems that arise in practice		
	[K6_U15] can improve oneself through the systematic acquisition of knowledge and skills	The student can efficiently use the possessed information in simulations of organizational problems.			[SU4] Assessment of ability to use methods and tools		
[K6_K02] identifies priorities related to the implementation of individual and team tasks	Student can cooperate in teams.			[SK4] Assessment of communication skills, including language correctness			

Subject contents	Managing Human Resources in the modern enterprise HR function evolution; The basis of HRM concept; Estimating the organization human resource; HR strategies job analysis and personnel planning; The art of employee resourcing recruitment; Selection process; Adaptation introducing new employees to the company; Efficient personnel leading and leadership theories; Successful communication in the firm; Motivation systems as a tool of efficient work; Job evaluation; Appraising performance as a motivation to efficient management; Reward management; Employee training personnel development means firm development; Career and talent management; Digital HRM.																	
Prerequisites and co-requisites																		
Assessment methods and criteria	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:33%;">Subject passing criteria</th> <th style="width:33%;">Passing threshold</th> <th style="width:34%;">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td>Colloquium</td> <td>50.0%</td> <td>30.0%</td> </tr> <tr> <td>Presentation</td> <td>50.0%</td> <td>30.0%</td> </tr> <tr> <td>Practical exercises</td> <td>50.0%</td> <td>20.0%</td> </tr> <tr> <td>Attendance</td> <td>90.0%</td> <td>20.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Colloquium	50.0%	30.0%	Presentation	50.0%	30.0%	Practical exercises	50.0%	20.0%	Attendance	90.0%	20.0%
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Basic literature	Armstrong M., Taylor R., Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London 2020. Sienkiewicz Ł., Competency-based Human Resources Management, Educational Research Institute, Warsaw 2014. Boxall P., Parcell J., Wright P., The Oxford Handbook of Human Resources Management, Oxford University Press, Oxford 2007.																	
Supplementary literature	No requirements																	
eResources addresses																		
Example issues/ example questions/ tasks being completed	Development of assumptions for a human resource management strategy along with the definition of long-term goals. Development of a job description and competency profile. Carrying out the evaluation of job positions in the organization. Development of a model recruitment advertisement. Development of a selection interview scenario. Designing the assumptions of the adaptation process in the organization. Developing a career path. Developing the assumptions of the talent management program. Development of assumptions for the HRM effectiveness measurement system.																	
Work placement	Not applicable																	