



Subject card

Subject name and code	Human Resources Management, PG_00037088						
Field of study	Economic Analytics						
Date of commencement of studies	October 2021	Academic year of realisation of subject			2021/2022		
Education level	second-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	1	Language of instruction			Polish		
Semester of study	1	ECTS credits			2.0		
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	30.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Zarządzanie Zasobami Ludzkimi - Moodle ID: 19385 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=19385							
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	2.0	18.0	50		
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 people management in organizations of various types and sizes. Classes conducted in active forms are aimed at developing the competence of team cooperation and prepare students for active participation in improving human capital management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_W06] knows the role of a human being as a creator and participant of socio-economic structures on a macro and micro scale	Student knows People's and HRM processes importance for the team and organization			[SW3] Assessment of knowledge contained in written work and projects		
	[K7_K02] is responsible for the joint implementation of tasks	Student is active in teamwork and improves HR processes in his team.			[SK1] Assessment of group work skills		
	[K7_U03] can identify and analyse the causes and course of specific economic processes and phenomena as well as propose solutions based on them	Student is able to explain social processes regarding people management in the organization and in the team. Student proposes solutions to improve HRM processes.			[SU4] Assessment of ability to use methods and tools [SU2] Assessment of ability to analyse information		
	[K7_U02] can use theoretical knowledge in the field of economics and finance to obtain, analyse and interpret data on economic processes and phenomena and on their basis formulate own opinions	Student can use knowledge concerning HRM for organizational effectiveness			[SU3] Assessment of ability to use knowledge gained from the subject		
	[K7_W05] has a broadened knowledge of economic activities of a person operating in a global environment	Student knows the rules of human capital performance in business activities			[SW3] Assessment of knowledge contained in written work and projects		

Subject contents	<ol style="list-style-type: none"> 1. Evolution of the personnel function - towards HRM 2. Human resource management strategy 3. Job analysis and job descriptions 4. Evaluation of jobs and competences 5. Recruitment of employees 6. Selection of employees 7. Onboarding in the organization 8. Assessment of work and employee performance 9. Motivational systems 10. Training and development of employees 11. Career management 12. Talent management 13. Digital technologies in HRM 14. Measurement of HRM effectiveness and return on investment 15. Conditions of HRM - culture, labour market, competition 																	
Prerequisites and co-requisites																		
Assessment methods and criteria	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Subject passing criteria</th> <th style="width: 30%;">Passing threshold</th> <th style="width: 30%;">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td>Participation in classes</td> <td>90.0%</td> <td>20.0%</td> </tr> <tr> <td>Presentation</td> <td>50.0%</td> <td>30.0%</td> </tr> <tr> <td>Test</td> <td>50.0%</td> <td>30.0%</td> </tr> <tr> <td>Practical excersises during classes</td> <td>50.0%</td> <td>20.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Participation in classes	90.0%	20.0%	Presentation	50.0%	30.0%	Test	50.0%	30.0%	Practical excersises during classes	50.0%	20.0%
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Recommended reading	Basic literature	<p>1. Juchnowicz M. (red.), Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje, PWE, Warszawa 2014.</p> <p>2. Juchnowicz M. (red.), Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy, PWE, Warszawa 2016.</p> <p>3. Armstrong M., Zarządzanie zasobami ludzkimi, Wolters Kluwer, Warszawa 2011.</p>
	Supplementary literature	<p>1. Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010.</p> <p>2. Sienkiewicz Ł. (red.), Zarządzanie zasobami ludzkimi w oparciu o kompetencje. Perspektywa uczenia się przez całe życie, IBE, Warszawa 2013.</p> <p>3. Sienkiewicz Ł., Optymalizacja użyteczności kapitału ludzkiego perspektywa przedsiębiorstwa, Oficyna Wydawnicza SGH, Warszawa 2018.</p>
	eResources addresses	
Example issues/ example questions/ tasks being completed	<p>Developing assumptions for a human resource management strategy along with defining long-term goals.</p> <p>Development of a job description and competency profile.</p> <p>Performing the evaluation of job positions in the organization.</p> <p>Development of a recruitment advertisement.</p> <p>Development of a scenario of the selection interview.</p> <p>Designing the assumptions of the adaptation process in the organization.</p> <p>Developing a career path.</p> <p>Developing the assumptions of the talent management program.</p> <p>Development of assumptions for the HRM effectiveness measurement system.</p>	
Work placement	Not applicable	