



Subject card

Subject name and code	Human Resources Management, PG_00049683							
Field of study	Economics							
Date of commencement of studies	October 2021	Academic year of realisation of subject			2023/2024			
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							
Address on the e-learning platform: https://teams.microsoft.com/l/meetup-join/19%3ameeting_Mjk0MGFjODUtNmUzMy00ODkxLTIOTItMDEzNmI4NzI3NjVj%40thread.v2/0?context=%7b%22Tid%22%3a%220afa6a7e-e8b8-49c2-874d-f5d841b434f0%22%2c%22Oid%22%3a%2237823a03-dbba-4c1a-863a-48da770377a6%22%7d								
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 acquire knowledge and 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 resources 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 a human and HRM processes in an organization and a 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 the 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 related to 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"> 1. Evolution of the personnel function towards HRM 2. Human resource management strategy 3. Job analysis and job description 4. Evaluation of jobs and competences 5. Recruitment of employees 6. Selection of employees 7. Onboarding in the organization 8. Assessment of the effectiveness of work and employees 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. Determinants of HRM, culture, labor 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>Semester project</td> <td>50.0%</td> <td>40.0%</td> </tr> <tr> <td>Colloquium</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>10.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Semester project	50.0%	40.0%	Colloquium	50.0%	30.0%	Practical exercises	50.0%	20.0%	Attendance	90.0%	10.0%
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Recommended reading	Basic literature	<ol style="list-style-type: none"> 1. Armstrong M., Armstrongs Handbook of Human Resource Management Practice, Thirteen Edition, Kogan Page, 2014. 2. Armstrong M., Baron A., Human Capital Management: Achieving Added Value Through People, Kogan Page, 2008. 																
	Supplementary literature	<ol style="list-style-type: none"> 1. Sienkiewicz Ł. (red.), Competency-based human resources management. The lifelong learning perspective, Instytut Badań Edukacyjnych, Warszawa 2014. 																
	eResources addresses	Adresy na platformie eNauczenie: Zarządzanie zasobami ludzkimi 2024 - Moodle ID: 37734 https://enauczenie.pg.edu.pl/moodle/course/view.php?id=37734																
Example issues/ example questions/ tasks being completed	<p>Developing assumptions for a human resources management strategy along with defining long-term goals.</p> <p>Development of a job description and competency profile.</p> <p>Conducting job evaluation in the organization.</p> <p>Development of a model recruitment advertisement.</p> <p>Developing a selection interview scenario.</p> <p>Designing the assumptions of the adaptation process in the organization.</p> <p>Developing a career path.</p> <p>Developing assumptions for a talent management program.</p> <p>Development of assumptions for the HRM effectiveness measurement system.</p>																	
Work placement	Not applicable																	