



Subject card

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|---|---|--|-------------------------------------|-------------------------------------|--|---------|-----|
| Subject name and code | HR Management, PG_00049705 | | | | | | |
| Field of study | Management | | | | | | |
| Date of commencement of studies | October 2021 | Academic year of realisation of subject | | | 2023/2024 | | |
| 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 Social Sciences and Philosophy -> 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 | | | | | | |
| 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_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 | | |
| | [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_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_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_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 | | | |
| Subject contents | TUTORIALS 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 (from motivation to manipulation); Job evaluation; Appraising performance as a motivation to efficient management; Reward management; Employee training – personnel development means firm development; Organizational change management; | | | | | | |
| Prerequisites and co-requisites | | | | | | | |

| Assessment methods and criteria | Subject passing criteria | Passing threshold | Percentage of the final grade |
|--|---|---|-------------------------------|
| | Midterm colloquium | 50.0% | 34.0% |
| | Project | 50.0% | 33.0% |
| | Practical exercises | 50.0% | 33.0% |
| Recommended reading | Basic literature | Griffin R.W., Fundamentals of Management, Boston-New York, 2003; Gunnigle P., Heraty N., Morley M., Personnel&Human Resource Management, Dublin, 1997; Redman T., Wilkinson A., Contemporary Human Resource Management, Harlow, 2006; Storey J., Management of Human Resources, Oxford, 1992; | |
| | Supplementary literature | No requirements | |
| | eResources addresses | | |
| Example issues/ example questions/ tasks being completed | How can the communication in organizations be efficient ? / Make the job evaluation in a sample restaurant. | | |
| Work placement | Not applicable | | |