



## Subject card

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 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						
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_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			

Subject contents	Managing Human Resources in the modern enterprise HR function evolution; Strategic Human Resources Management Job analysis and job design Competency-based management Employer branding Recruitment Selection Onboarding and induction Performance appraisal Remuneration Training and development Career management Talent management Digital HRM HRM effectiveness and return on investment																	
Prerequisites and co-requisites																		
Assessment methods and criteria	<table border="1" data-bbox="451 506 1487 674"> <thead> <tr> <th data-bbox="451 506 794 539">Subject passing criteria</th> <th data-bbox="794 506 1137 539">Passing threshold</th> <th data-bbox="1137 506 1487 539">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="451 539 794 573">Attendance</td> <td data-bbox="794 539 1137 573">90.0%</td> <td data-bbox="1137 539 1487 573">20.0%</td> </tr> <tr> <td data-bbox="451 573 794 607">Colloquium</td> <td data-bbox="794 573 1137 607">50.0%</td> <td data-bbox="1137 573 1487 607">30.0%</td> </tr> <tr> <td data-bbox="451 607 794 640">Presentation</td> <td data-bbox="794 607 1137 640">50.0%</td> <td data-bbox="1137 607 1487 640">30.0%</td> </tr> <tr> <td data-bbox="451 640 794 674">Practical exercises</td> <td data-bbox="794 640 1137 674">50.0%</td> <td data-bbox="1137 640 1487 674">20.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Attendance	90.0%	20.0%	Colloquium	50.0%	30.0%	Presentation	50.0%	30.0%	Practical exercises	50.0%	20.0%
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Recommended reading	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	Adresy na platformie eNauczanie: HR management - Bachelor in management - Moodle ID: 33924 <a href="https://enauzanie.pg.edu.pl/moodle/course/view.php?id=33924">https://enauzanie.pg.edu.pl/moodle/course/view.php?id=33924</a>																
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																	