



Subject card

Subject name and code	Workforce Management, PG_00056220						
Field of study	Transport and Logistics						
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			2.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Institute of Ocean Engineering and Ship Technology -> Faculty of Mechanical Engineering and Ship Technology						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Anna Dembicka				
	Teachers		dr Anna Dembicka				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	0.0	0.0	0.0	30
	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	30	2.0		18.0	50	
Subject objectives	The aim of the course is to familiarize students with the essence and importance of the aspect of human resources management, methods, tools and procedures of personnel management in the area of planning, employment, recruitment, selection of employee adaptation, work motivation (motivational tools, management styles, manager profile, communication, conflict management, building employee teams), remuneration, monitoring, creating periodic assessment systems and the principles of creating the potential of intellectual capital in the maritime economy.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_W07] has a general knowledge on humanities, social and economical sciences. Knows the rules of creating the forms of personal entrepreneurship and economic activity, has knowledge on the protection of intellectual property rights and industrial property rights and copyrights		He had general knowledge of the humanities, social and economic sciences. He gained knowledge about shaping modern forms of individual entrepreneurship and in the field of industrial and intellectual property protection as well as in the field of copyright		[SW2] Assessment of knowledge contained in presentation [SW3] Assessment of knowledge contained in written work and projects		
	[K6_U07] applies knowledge on humanities, social and economical science in solving problems		Can use the acquired knowledge in the field of humanities, social and economic sciences in solving problems		[SU2] Assessment of ability to analyse information [SU3] Assessment of ability to use knowledge gained from the subject [SU4] Assessment of ability to use methods and tools [SU5] Assessment of ability to present the results of task		
Subject contents	1. The essence and importance of personnel management 2. Recruitment, selection and employee adaptation 3. Assessment and verification of the effects of work 4. Training and employee development 5. Motivating employees 6. HR and payroll 7. Monitoring job satisfaction and the mood in the organization 8. Talent management and employee involvement 9. Internal communication, conflict management 10. Coaching						
Prerequisites and co-requisites	not applicable						

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
		60.0%	70.0%
		60.0%	30.0%
Recommended reading	Basic literature	<p>1. Czajka Z., Gospodarowanie kapitałem ludzkim, Wyd. Uniwersytetu w Białymstoku, Białystok 2011.</p> <p>2. Elastyczne zarządzanie kapitałem ludzkim w organizacji wiedzy, red. M. Juchnowicz, Difin, Warszawa 2007.</p> <p>3. Lewicka D., Zarządzanie kapitałem ludzkim w polskich przedsiębiorstwach, PWN, Warszawa 2010.</p> <p>4. Nowe technologie i wyzwania w zarządzaniu personelem, pod red. L. Zbiegień-Maciąg, Oficyna Ekonomiczna, Kraków 2006.</p> <p>5. Kapitał ludzki a konkurencyjność przedsiębiorstw, pod red. M. Rybak, Poltext, Warszawa 2003.</p> <p>6. Kunasz M., Mazur-Wierzbicka E., Jarecki W., Zwiech P., Gospodarowanie kapitałem ludzkim, Economicus, Warszawa 2010.</p> <p>7. Schroeder J., Międzynarodowe zarządzanie zasobami ludzkimi, Uniwersytet Ekonomiczny w Poznaniu, Poznań 2010.</p> <p>8. Zarządzanie zasobami ludzkimi, pod red. W. Golnaua, CeDeWu, Warszawa 2008.</p> <p>9. Zarządzanie zasobami ludzkimi . Tworzenie kapitału ludzkiego w organizacji, pod red. H. Króla, A. Ludwicyńskiego, PWN, Warszawa 2006.</p> <p>10. Zarządzanie zasobami ludzkimi a zdolności adaptacyjne przedsiębiorstw. Trudne obszary część I i II, pod red. K. Makowskiego, SGH, Warszawa 2008.</p>	

	Supplementary literature	<p>1. Laloux F., Pracować inaczej, Wydawnictwo Studio EMKA, Warszawa 2015.</p> <p>2. Prokurat S., Praca 2.0. Nie ukryjesz się przed rewolucją rynku pracy, Wydawnictwo HELION, Gliwice 2016.</p> <p>3. Przedsiębiorczość i zarządzanie w małej i średniej firmie. Teoria i praktyka, pod red. R. Lisowskiej i J. Ropęgi, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2016.</p> <p>4. Sandberg S. Lean in. Włącz się do gry. Kobiety, praca i chęć przywództwa, Wydawnictwo SONIA DRAGA, Katowice 2013.</p>
	eResources addresses	<p>Adresy na platformie eNauczenie:</p> <p>ZARZĄDZANIE PERSONELEM (PG_00056220), W, Specjalność: Zarządzanie logistyczne w transporcie , sem. 06, letni 2023/24 - Moodle ID: 36456</p> <p>https://enauczenie.pg.edu.pl/moodle/course/view.php?id=36456</p>
Example issues/ example questions/ tasks being completed	recruitment, selection, adaptation, employee evaluation, training, employee motivation, talent management	
Work placement	Not applicable	