



Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00058465						
Field of study	Economics						
Date of commencement of studies	October 2022	Academic year of realisation of subject			2024/2025		
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			Polish		
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	15.0	15.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Zarządzanie Zasobami Ludzkimi - Moodle ID: 22304 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=22304							
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		10.0		35.0	75
Subject objectives	Analyses the processes of human resource management in the organization, learning about the principles of managing people in organizations of various types and sizes, in the context of increasing the effectiveness of the organization and creating processes' improvement solutions.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_U03] demonstrates professional and effective teamwork, both as a leader and a member of the team		develops team cooperation competences, gaining readiness for active participation in the improvement of human capital management		[SU1] Assessment of task fulfilment		
[K6_W07] analyzes professionally economic, financial and social phenomena		explains social processes related to people management in an organization and in a team		[SW1] Assessment of factual knowledge			
Subject contents	<p>Evolution of the personnel function towards HRM. Human resource management strategy. Job analysis and job descriptions. Evaluation of jobs and competences. Recruitment of employees. Selection of employees. Onboarding in an organization. Performance appraisal of effectiveness of work and employees. Motivational systems. Employee training and development. Career management. Talent management. Digital technologies in HRM. Measurement of HRM effectiveness and return on investment. Determinants of HRM: culture, labour market, competition</p>						
Prerequisites and co-requisites							
Assessment methods and criteria	Subject passing criteria		Passing threshold		Percentage of the final grade		
	Attendance		80.0%		20.0%		
	Colloquium		50.0%		50.0%		
	Practical exercises during the classes		50.0%		30.0%		

Recommended reading	Basic literature	Juchnowicz, M. (red.) (2014). Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje. Warszawa: Polskie Wydawnictwo Ekonomiczne. Juchnowicz, M. (red.) (2016). Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy. Warszawa: Polskie Wydawnictwo Ekonomiczne. Armstrong, M., (2011). Zarządzanie zasobami ludzkimi, Warszawa; Wolters Kluwer.
	Supplementary literature	Becker, B.E., Huselid, M.A., Ulrich, D., (2001). The HR Scorecard: Linking People, Strategy, and Performance. Boston: Harvard Business Review Press. Lawler III, E.E., (2008). Talent. Making People Your Competitive Advantage. San Francisco: Jossey-Bass:
	eResources addresses	
Example issues/ example questions/ tasks being completed	Development of assumptions for a human resource management strategy and the definition of long-term strategic 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 system for measuring the effectiveness of HRM.	
Work placement	Not applicable	