



Subject card

Subject name and code	Human Resources Management, PG_00037234						
Field of study	Economic Analytics						
Date of commencement of studies	October 2022	Academic year of realisation of subject			2022/2023		
Education level	second-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	Part-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			Polish		
Semester of study	1	ECTS credits			2.0		
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	16.0	0.0	0.0	0.0	16
	E-learning hours included: 0.0						
Zarządzanie zasobami ludzkimi (AG II niestacjonarne) - Moodle ID: 25904 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=25904							
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	16		4.0		30.0	50
Subject objectives	The aim is to transfer knowledge and acquire skills in the field of human resource management processes in the organization, by introducing the principles of people management in organizations of various types and sizes. Classes conducted in active forms are aimed at developing the competence of team cooperation and prepare students for active participation in improving human capital management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_U03] can identify and analyse the causes and course of specific economic processes and phenomena as well as propose solutions based on them	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.			[SU2] Assessment of ability to analyse information		
	[K7_W05] has a broadened knowledge of economic activities of a person operating in a global environment	The student knows the rules of using human capital in business.			[SW3] Assessment of knowledge contained in written work and projects		
	[K7_W06] knows the role of a human being as a creator and participant of socio-economic structures on a macro and micro scale	Student knows people's and HRM processes importance for the team and organization.			[SW3] Assessment of knowledge contained in written work and projects		
	[K7_U02] can use theoretical knowledge in the field of economics and finance to obtain, analyse and interpret data on economic processes and phenomena and on their basis formulate own opinions	The student is able to use the knowledge of HRM processes to increase the efficiency of the organization.			[SU3] Assessment of ability to use knowledge gained from the subject		
	[K7_K02] is responsible for the joint implementation of tasks	The student actively participates in the implementation of team tasks, improves the HRM processes in his team.			[SK1] Assessment of group work skills		

Subject contents	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 the organization. Assessment of work and employee performance. Motivational systems. Training and development of employees. Career management. Talent management. Digital technologies in HRM. Measurement of HRM effectiveness and return on investment. Conditions of HRM - culture, labour market, competition.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Test	50.0%	30.0%
	Attendance	80.0%	20.0%
	Practical exercise	50.0%	20.0%
	Presentation	50.0%	30.0%
Recommended reading	Basic literature	Armstrong M., (2014). Armstrongs Handbook of Human Resource Management Practice, Thirteen Edition, Kogan Page: London. Armstrong M., Baron A., (2008). Human Capital Management: Achieving Added Value Through People, Kogan Page: London. Sienkiewicz Ł. (ed.), (2014). Competency-based human resources management. The lifelong learning perspective. IBE: Warsaw.	
	Supplementary literature	Becker B.E., Huselid M.A., Ulrich D., (2001). The HR Scorecard: Linking People, Strategy, and Performance. Harvard Business Review Press: Boston.. Lawler III E.E., (2008). Talent. Making People Your Competitive Advantage. Jossey-Bass: San Francisco.	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Developing assumptions for a human resource management strategy along with defining long-term goals. Development of a job description and competency profile. Performing the evaluation of job positions in the organization. Development of a recruitment advertisement. Development of a scenario of the selection interview. 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		