# GDAŃSK UNIVERSITY OF TECHNOLOGY

## Subject card

| Subject name and code | HUMAN RESOURCES MANAGEMENT, PG_00053795 | | |
|---|---|---|---|
| Field of study | Management | | |
| Date of commencement of studies | October 2022 | Academic year of realisation of subject | 2022/2023 |
| Education level | second-cycle studies | Subject group | Optional subject group<br>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 | 1 | Language of instruction | English |
| Semester of study | 1 | 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 | 30.0 | 0.0 | 0.0 | 0.0 | 30 |
| | E-learning hours included: 0.0 | | | | | | |
| | Human Resources Management (Masters) - Moodle ID: 25909<br>https://enauczanie.pg.edu.pl/moodle/course/view.php?id=25909 | | | | | | |

| 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 | 5.0 | 40.0 | 75 |

| 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. |
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| Learning outcomes | Course outcome | Subject outcome | Method of verification |
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| | [K7_U13] analyses and evaluates social phenomena taking place in organizations and can create task-oriented teams based on the principles of group work | The student knows the role of a people in an organization and a team, and is able to select people for tasks, using the principles and practices of human resource management. | [SU4] Assessment of ability to use methods and tools |
| | [K7_K03] identifies problems related to undertaking various tasks in the organisation and solves them on the basis of ethical and legal principles and the ability to analyse data in many aspects | The student proposes solutions that improve HRM processes while maintaining legal, social and ethical standards. | [SK5] Assessment of ability to solve problems that arise in practice |
| | [K7_W06] has an in-depth knowledge of the different types of social relationships and patterns within the organisation, its stakeholders and its environment | The student is able to explain the complex social processes concerning the management of people in the organization and in the team | [SW2] Assessment of knowledge contained in presentation |

| Subject contents | 1. Human resource management strategy<br>2. Job analysis and job descriptions<br>3. Competency-based management<br>4. Employer branding<br>5. Recruitment and selection of employees<br>6. Onboarding and introduction in the organization<br>8. Performance management<br>9. Remuneration systems and incentive systems<br>10. Training and development<br>11. Career management<br>12. Talent management<br>13. Digital technologies in HRM<br>14. Measurement of HRM effectiveness and return on investment<br>15. Determinants of HRM: culture, labour market, competition |
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| Prerequisites and co-requisites | | | |
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| Assessment methods and criteria | Subject passing criteria | Passing threshold | Percentage of the final grade |
| | Attendance | 90.0% | 20.0% |
| | Project | 50.0% | 30.0% |
| | Presentation | 50.0% | 30.0% |
| | Practical assignments during classes | 50.0% | 20.0% |

| Recommended reading | Basic literature | Armstrong M., *Armstrongs Handbook of Human Resource Management Practice,* Thirteen Edition, Kogan Page, 2014. |
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| | | Armstrong M., Baron A., Human Capital Management: Achieving Added Value Through People, Kogan Page, 2008. |
| | | Sienkiewicz Ł. (red.), Competency-based human resources management. The lifelong learning perspective, Instytut Badań Edukacyjnych, Warszawa 2014. |
| | Supplementary literature | Becker B.E., Huselid M.A., Ulrich D., The HR Scorecard: Linking People, Strategy, and Performance, Harvard Business Review Press, 2001. |
| | | Lawler III E.E., Talent. Making People Your Competitive Advantage, Jossey-Bass, San Francisco 2008. |
| | 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. |
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| Work placement | Not applicable |