



## 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 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						
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.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[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 2. Job analysis and job descriptions 3. Competency-based management 4. Employer branding 5. Recruitment and selection of employees 6. Onboarding and introduction in the organization 8. Performance management 9. Remuneration systems and incentive systems 10. Training and development 11. Career management 12. Talent management 13. Digital technologies in HRM 14. Measurement of HRM effectiveness and return on investment 15. Determinants of HRM: culture, labour market, competition						

Prerequisites and co-requisites			
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	<p>Armstrong M., <i>Armstrongs Handbook of Human Resource Management Practice</i>, Thirteen Edition, Kogan Page, 2014.</p> <p>Armstrong M., Baron A., <i>Human Capital Management: Achieving Added Value Through People</i>, Kogan Page, 2008.</p> <p>Sienkiewicz Ł. (red.), <i>Competency-based human resources management. The lifelong learning perspective</i>, Instytut Badań Edukacyjnych, Warszawa 2014.</p>	
	Supplementary literature	<p>Becker B.E., Huselid M.A., Ulrich D., <i>The HR Scorecard: Linking People, Strategy, and Performance</i>, Harvard Business Review Press, 2001.</p> <p>Lawler III E.E., <i>Talent. Making People Your Competitive Advantage</i>, Jossey-Bass, San Francisco 2008.</p>	
	eResources addresses	<p>Adresy na platformie eNauzanie: Human Resources Management (Masters) - Moodle ID: 25909 <a href="https://enauzanie.pg.edu.pl/moodle/course/view.php?id=25909">https://enauzanie.pg.edu.pl/moodle/course/view.php?id=25909</a></p>	
Example issues/ example questions/ tasks being completed	<p>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.</p>		
Work placement	Not applicable		