GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	Human Resources Management, PG_00037984
Field of study	Management

Date of commencement of studies	February 2023	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	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 Joanna Szulc
	Teachers	dr Joanna Szulc

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						

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	6.0	53.0	75

Subject objectives	Acquisition the ability of describing main problems, defining and characterizing techniques and distinguishing the most important instruments of human resources management.

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K7_W06] has an in-depth knowledge of the different types of social relationships and patterns within the organisation, its stakeholders and its environment	Student describes the role of social bonds in HRM in creating human and organizational relations.	[SW1] Assessment of factual knowledge
	[K7_K02] interacts by taking on roles in the group that are conducive to maximising the effects of teamwork, including social relations	Student, as part of the group, identifies problems and selects appropriate instruments of human resources management to solve them.	[SK5] Assessment of ability to solve problems that arise in practice
	[K7_U13] analyses and evaluates social phenomena taking place in organizations and can create task-oriented teams based on the principles of group work	Student distinguishes and analyses social phenomena and roles of human resources management.	[SU2] Assessment of ability to analyse information

Subject contents	Introduction to human resource management;
	Recruitment - work analysis and job description;
	Selection;
	Employee evaluation and work evaluation;
	Remuneration and motivation systems;
	Happiness and stress in work environment;
	Building atmosphere and a strong team;
	Managing diversity at work
	Revision

Prerequisites and co-requisites	

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Test	60.0%	40.0%
	Group project	60.0%	30.0%
	Group project	60.0%	30.0%

Recommended reading	Basic literature	Tomczak M., Krawczyk-Bryłka B. (red.), Zarządzanie Zasobami Ludzkimi Warszawa 2017; Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2011; Pocztowski A., Zarządzanie zasobami ludzkimi, Warszawa 2016; Król H., Ludwiczyński A. (red.), Zarządzanie zasobami ludzkimi., Warszawa 2017; Listwan T., Sułkowski Ł. (red.), Metody i techniki zarządzania zasobami ludzkimi, Warszawa 2016 + academic articles shared during classes
	Supplementary literature	Sajkiewicz A. (red.), Zasoby ludzkie w firmie, Warszawa, 2004; Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010; Dale M., Skuteczna rekrutacja i selekcja pracowników, Warszawa 2012; Woźniak J., Rekrutacja teoria i praktyka, Warszawa 2013; Marcinak J., Standaryzacja procesów zarządzania personelem, Kraków 2006 + academic articles shared during classes
	eResources addresses	Adresy na platformie eNauczanie: ZARZĄDZANIE ZASOBAMI LUDZKIMI - Moodle ID: 29237 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29237

Example issues/ example questions/ tasks being completed	Development of a set of tools in the field of personnel policy for a selected workplace.Development of a set of tools in the field of personnel policy for the selected organization.Creating a job description card.Carrying out job evaluation in the organization.Preparation of a model recruitment advertisement.Preparation the scenario of the selection interview.Designing the assumptions of the adaptation process in the organization.Career path development.

Work placement	Not applicable