



Subject card

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|---|--|--|---|-------------------------------------|--|------------|-----|
| 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 | | |

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| 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., Ludwiciński 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://enauzanie.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 | | |