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 (on-line)		Mode of delivery		blended-learning	
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: 12.0						

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_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
	[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.	[SW3] Assessment of knowledge contained in written work and projects

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
	Projekt grupowy	60.0%	50.0%
	Individual project	60.0%	50.0%

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: 29238 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=29238

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