



## Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00061096						
Field of study	Management						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2023/2024		
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	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	Uses in-depth knowledge of human resource management processes in the organization to diagnose and improve them						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K7_K01] recognizes the importance of knowledge related to the field of study in solving cognitive and practical problems		explains the complex social processes of managing people in the organization and in the team based on the acquired knowledge		[SK5] Assessment of ability to solve problems that arise in practice		
	[K7_W01] identifies in-depth the phenomena related to the field of study and the theories describing them and possible analytical methods		identifies human resource management problems in the organization, proposing solutions to improve HRM processes while maintaining legal, social and ethical standards		[SW1] Assessment of factual knowledge		
Subject contents	Human resource management strategy Job analysis and job description Competence-based management Employer branding Recruitment and selection of employees Onboarding and introduction to work in the organization Evaluation of work and employee efficiency Remuneration and incentive systems Employee training and development Career management Talent management Digital technologies in HRM Measurement of HRM effectiveness and return on investment Conditions of HRM culture, labor market, competition						
Prerequisites and co-requisites							

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Active participation during classes	50.0%	15.0%
	Project	50.0%	50.0%
	Attendance	90.0%	10.0%
	Colloquium / test	50.0%	25.0%
Recommended reading	Basic literature	Armstrong M., Armstrongs Handbook of Human Resource Management Practice, Thirteen Edition, Kogan Page, 2014 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	Adresy na platformie eNauzanie: Human Resources Management - International Management - Moodle ID: 33928 <a href="https://enauzanie.pg.edu.pl/moodle/course/view.php?id=33928">https://enauzanie.pg.edu.pl/moodle/course/view.php?id=33928</a>	
Example issues/ example questions/ tasks being completed	Developing the assumptions of the human resources management strategy along with defining long-term goals Developing a job description and competency profile Evaluation of job positions in the organization Development of a model recruitment advertisement Developing a script for a selection interview Designing assumptions for the adaptation process in the organization Developing a career path Development of assumptions for the talent management program Development of assumptions for the HRM effectiveness measurement system		
Work placement	Not applicable		