GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	Human Resources Management, PG_00056141						
Field of study	Management and Production Engineering						
Date of commencement of studies	October 2022		Academic year of realisation of subject		2023/2024		
Education level	first-cycle studies		Subject group				
Mode of study	Full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	3		ECTS credits		5.0		
Learning profile	general academic profile		Assessment form		assessment		
Conducting unit	Institute of Manufacturing and Materials Technology -> Faculty of Mechanical Engineering and Ship Technology						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Aleksandra Wiśniewska				
	Teachers						
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	15.0	15.0	0.0	0.0	60
	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	60		0.0	0.0		60
Subject objectives	Acquisition of theoretical and practical management and management skills within employee groups. Knowledge of the elements of employee diagnosis, building individual motivation systems and employee communication, as well as effective management within employee teams.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K6_U04] is able to develop documentation in the area of preparation, implementation and control of production processes in Polish and in a foreign language considered basic for scientific fields, is able to identify and formulate the basic objectives of quality management in the product life cycle, is able to use information and communication techniques appropriate to the implementation of tasks typical in engineering activities including preparation, production and supervision of the manufacturing process	The student describes the role of social ties in human resource management and has knowledge of the regularities between them in the context of shaping the relationship between people in the organization and with the environment.	[SU5] Assessment of ability to present the results of task [SU4] Assessment of ability to use methods and tools [SU3] Assessment of ability to use knowledge gained from the subject [SU2] Assessment of ability to analyse information
	[K6_K02] is able to interact and work in a group, assuming different roles, can inspire and organize the learning process of others, properly identifies priorities for realization of a task specified by themselves or others	The student develops competences of cooperation in a team, obtaining preparation for active participation in the improvement of human capital management.	[SK3] Assessment of ability to organize work [SK1] Assessment of group work skills [SK5] Assessment of ability to solve problems that arise in practice
	[K6_W06] has knowledge of the life cycle of products and mechanical devices and systems, in the field of machine parts manufacturing techniques, as well as the possibilities and trends in the development of machines and production devices and process control	The student identifies social relations, roles in the group and selects appropriate tools in the field of human resource management to maximize the effects of teamwork.	[SW3] Assessment of knowledge contained in written work and projects [SW2] Assessment of knowledge contained in presentation
	[K6_W08] has basic management knowledge, including process and product quality management, and detailed knowledge of integrated and standardized quality, environmental, health and safety management systems	The student defines the basic functions and managerial roles, designs elements of the recruitment process, selects tools and motivational techniques, defines the principles of group work, defines the stages of the process of introducing changes and resolving conflicts, lists the basic elements of labor law.	[SW3] Assessment of knowledge contained in written work and projects [SW2] Assessment of knowledge contained in presentation [SW1] Assessment of factual knowledge
	[K6_U03] is able to communicate using various techniques in the professional environment and other environments, has language skills enabling free communication in the field of technical sciences related thematically to management and production engineering	The student explains the social processes of managing people in organization and in the team. The student professionally analyzes economic, financial and social phenomena.	[SU5] Assessment of ability to present the results of task [SU1] Assessment of task fulfilment [SU3] Assessment of ability to use knowledge gained from the subject
Subject contents	Lecture content: 1. The concept and cycle of personnel management, management styles. 2. Job specification.3. selection of employees, methods and rules of recruitment. 4. Motivating and evaluating employees, penalties and rewards 5. Employee development, training, career planning. 6. Teamwork. 7. Change management and conflict management 8. Law work-elements. Content of exercises and laboratories: 1. Evolution of the personnel function towards HRM.2. Human resources management strategy.3. Valuation of jobs and competencies.4. Recruitment of employees.5. Selection of employees.6. Evaluation of work and employee efficiency.7. Incentive systems.8. Employee training and development.9. Career management.10. Talent management. 11. Digital technologies in HRM. 12. Measurement of HRM effectiveness and return on investment. 13. Conditions of HRM: culture, labor market, competition. 14. Selected issues of labor law - student presentations.		
Prerequisites and co-requisites			

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Lectures - test 1	60.0%	20.0%
	Lectures - test 2	60.0%	20.0%
	Exercises - pass	60.0%	30.0%
	Laboratories - pass	60.0%	30.0%
Recommended reading	Basic literature	1. Zarządzanie zasobami ludzkimi pr. zb. red.H. Król i A.Ludwiczyński, PWN Wa-wa 2006 2. Koźmiński A. K.Piotrowski W. : Zarządzanie. Teoria i praktyka. PWN Wa-wa 2006 3. Pocztowski A., Zarządzanie zasobami ludzkimi 4. S. Robbins: Zachowania w organizacji 5. R. Cialdini Wywieranie wpływu na ludzi 6. Griffin R.W., Podstawy zarządzania organizacjami 7. Armstrong, M., (2011). Zarządzanie zasobami ludzkimi, Warszawa; Wolters Kluwer. 8. pod red. Listwan T., Zarządzanie kadrami. Ćwiczenia. 9. Zrównoważone Zarządzanie Zasobami Ludzkimi wybrane zagadnienia, Katarzyna Piwowar-Sulej, Dominika Bąk-Grabowska, Katarzyna Grzesik · 2022	
	Supplementary literature	1. Sienkiewicz, Ł., (2018). Optymalizacja użyteczności kapitału ludzkiego: perspektywa przedsiębiorstwa. Warszawa: Oficyna Wydawnicza SGH. 2. Sienkiewicz, Ł. (red.) (2013). Zarządzanie zasobami ludzkimi w oparciu o kompetencje. Perspektywa uczenia się przez całe życie. Warszawa: Instytut Badań Edukacyjnych. 3. Juchnowicz, M. (red.) (2010). Narzędzie i praktyka ZZL, Warszawa: Poltext:. 4. Juchnowicz, M. (red.) (2014). Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje. Warszawa: Polskie Wydawnictwo Ekonomiczne. 5. Juchnowicz, M. (red.) (2016). Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy. Warszawa: Polskie Wydawnictwo Ekonomiczne. 6. Tomczak M., Krawczyk-Bryłka B., Zarządzanie Zasobami Ludzkimi , Warszawa 2017	
	eResources addresses	Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed	1. Personnel management issues - main concepts 2. Tools used in HRM: a) observation, b) research/ social. employee behavior analysis 3. Employee satisfaction surveys (method, techniques, tools) 4. Building communication systems in employee groups. Interpersonal communication 5. Building effective teams 6. Employee evaluation: methods, techniques, tools 7. Motivating in HRM. Individual motivation system. 8. Staff recruitment. Conducting an interview. 9. Leader and leader of the group - building the authority of the group leader. 10. Harmful phenomena in management: mobbing, conflict-solving. Culture of organization and management		
Work placement	Not applicable		

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