



## Subject card

Subject name and code	Human Resources Management, PG_00038567						
Field of study	Mechanical Engineering						
Date of commencement of studies	February 2023		Academic year of realisation of subject		2023/2024		
Education level	second-cycle studies		Subject group				
Mode of study	Full-time studies		Mode of delivery		at the university		
Year of study	1		Language of instruction		English		
Semester of study	2		ECTS credits		2.0		
Learning profile	general academic profile		Assessment form		assessment		
Conducting unit	Department of Manufacturing and Production Engineering -> Faculty of Mechanical Engineering and Ship Technology						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Gabriel Strugała				
	Teachers		dr inż. Gabriel Strugała				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	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		8.0		37.0	75
Subject objectives	Acquisition of theoretical and practical skills of leadership and management in the context of employee groups. Knowledge of the elements of the diagnosis employee, individual building systems, motivation and employee communication, as well as effective management within work teams.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K7_K02] correctly identifies professional problems and is able to define the priorities and hierarchy using knowledge in solving problems		The student is able to perceive and justify the need to use knowledge in the humanities or social sciences in functioning in a social environment.		[SK4] Assessment of communication skills, including language correctness [SK5] Assessment of ability to solve problems that arise in practice		
	[K7_W11] possesses organized knowledge useful in understanding ex-technical conditioning connected with performing the profession of an engineer and taking it into consideration in engineering practice; possesses well-established knowledge within the range of intellectual property, management and organization of manufacturing processes, including the management and life-cycle of a product		The student understands the mechanisms and dependencies in the humanities and social sciences, including their basics and applications.		[SW1] Assessment of factual knowledge [SW3] Assessment of knowledge contained in written work and projects		
	[K7_K03] understands the importance of the necessity of solving dilemmas connected with practicing a profession and providing safe working conditions in manufacturing processes and in operation of machines and devices		The student is able, if necessary, to take the initiative and manage a group of people, providing them with safe working conditions.		[SK3] Assessment of ability to organize work [SK4] Assessment of communication skills, including language correctness [SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills		
	[K7_K71] is able to explain the need to apply knowledge from humanistic, social, economic or legal sciences in order to function in a social environment		The student assesses what tools to use in the humanities or social or economic or legal sciences to solve problems.		[SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills		

Subject contents	<p>1. (2h) <b>MANAGING PEOPLE:</b> Human resource, Human capital management, Role of the HR function, The role of the HR practitioner, Role of the front-line manager</p> <p>2. (2h) <b>HUMAN RESOURCE MANAGEMENT PROCESSES:</b> Strategic HRM, HR strategies, Developing and implementing HR, HRM policies, Competency-based HRM, Knowledge management, Analysing roles, competencies and skills</p> <p>3. (2h) <b>WORK AND EMPLOYMENT:</b> The nature of work, The employment relationship, The psychological contract</p> <p>4. (6h) <b>ORGANIZATIONAL BEHAVIOUR:</b> Characteristics of people - personality types, Motivation Organizational commitment and engagement - case study, How organizations function, Organizational culture - case study</p> <p>5. (3h) <b>ORGANIZATION, DESIGN AND DEVELOPMENT:</b> Organization design, Job design and role development, Organizational development, change and transformation</p> <p>6. (3h) <b>PEOPLE RESOURCING:</b> Human resource planning, Talent management, Recruitment and selection, Selection interviewing, Selection tests, Introduction to the organization, Release from the organization</p> <p>7. (6h) <b>PERFORMANCE MANAGEMENT:</b> Team working: Effective team building, Team's roles - Belbin's test, Communication - icebreakers and survival game, Leadership - case study</p> <p>8. (3h) <b>HUMAN RESOURCE DEVELOPMENT:</b> Strategic human resource development, Organizational learning and the learning organization, How people learn, Learning and development, E-learning, Management development, Formulating and implementing learning and development strategies</p> <p>9. (3h) <b>REWARDING PEOPLE:</b> Reward management, Strategic reward, Job evaluation, Market rate analysis, Grade and pay structures, Contingent pay, Employee benefits, pensions and allowances, Managing reward systems</p>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	semester essay	65.0%	100.0%
Recommended reading	<p>Basic literature</p> <p>[1] John Stredwick, <b>An Introduction to Human Resource Management</b>, Elsevier 2005</p> <p>[2] Nicholas BLOOM, John Van Reenen, <b>Human Resource Management and Productivity</b></p> <p>etc.</p>		

	Supplementary literature	<p>[1] Human Resource Management Journal</p> <p>[2] Achieving Excellence in Human Resources Management: An Assessment of Human Resource Functions By Edward E. Lawler III; John W. Boudreau Stanford Business Books, 2009</p> <p>[3] Effective Human Resource Management: A Global Analysis By Edward E. Lawler III; John W. Boudreau Stanford Business Books, 2012</p> <p>[4] Reinventing Human Resources Management: Challenges and New Directions By Ronald J. Burke; Cary L. Cooper Routledge, 2005</p> <p>[5] Understanding Human Resource Management By Ken N. Kamoche Open University Press, 2001</p> <p>[6] Organizational Success through Effective Human Resources Management By Ronald R. Sims Quorum Books, 2002</p> <p>[7] How to Develop Essential HR Policies and Procedures By John H. McConnell AMACOM, 2005</p> <p>[8] Materials given by the teacher</p>
	eResources addresses	<p>Adresy na platformie eNauczanie:</p> <p>Human Resources Management - Moodle ID: 33320</p> <p><a href="https://enauczenie.pg.edu.pl/moodle/course/view.php?id=33320">https://enauczenie.pg.edu.pl/moodle/course/view.php?id=33320</a></p>
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>How HRM impacts on organizational performance.</li> <li>The role of HR in facilitating and managing change.</li> <li>The line managers role in implementing HR policies.</li> <li>Do policies need to be formalized?</li> <li>Emotional intelligence.</li> <li>The contribution of HR to knowledge management.</li> <li>The changing nature of the psychological contract.</li> <li>Developing and maintaining a positive psychological contract.</li> <li>Attribution theory how we make judgments about people.</li> <li>The relationship between motivation, job satisfaction and money.</li> <li>How organizational culture develops Supporting and changing cultures?</li> <li>How organizational culture develops Measuring organizational climate?</li> <li>Creating a great place to work - The elements of talent management.</li> <li>Improving the effectiveness of recruitment and selection.</li> <li>Organizational learning and the learning organization.</li> <li>Planning and implementing learning and development programmes.</li> <li>Why have a reward strategy? - Examples of reward strategies.</li> <li>The elements of employee relations - individualism and collectivism.</li> <li>The elements of employee relations - voluntarism and its decline.</li> <li>The elements of employee relations collective bargaining.</li> </ol>	
Work placement	Not applicable	