GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	HR MANAGEMENT, PG_00061195
Field of study	Management

Date of commencement of studies	October 2023	Academic year of realisation of subject	2025/2026
Education level	first-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	3	Language of instruction	English
Semester of study	5	ECTS credits	3.0
Learning profile	general academic profile	Assessment form	assessment

Conducting unit	Department Of Entrepreneurship -> Faculty Of Management And Economics -> Wydziały Politechniki Gdańskiej
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	15.0	30.0	0.0	0.0	0.0	45
	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	45	8.0	22.0	75

Subject objectives	Analyzes the processes of human resource management in the organization, learning the principles of managing people in organizations of various types and sizes, in the context of increasing the effectiveness of the organization and creating solutions that improve processes

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K6_W07] professionally analyzes economic, financial and social phenomena	explains the social processes of managing people in the organization and in the team	[SW1] Assessment of factual knowledge
	[K6_U03] demonstrates professional and effective teamwork, both as a leader and as a team member	develops competences of cooperation in a team, obtaining preparation for active participation in the improvement of human capital management	[SU3] Assessment of ability to use knowledge gained from the subject

Subject contents	Human capital management of a modern enterprise - evolution of the personnel function Fundamentals of the concept of human resource management Assessment of the organization's human capital Company personnel strategies, work analysis and personnel planning The art of acquiring an employee recruitment proces Selection Adaptation introducing a new employee to work Effective management of employees and theories of leadership in the organization Effective communication in the company Motivation systems as a tool for effective work Employee appraisal system as a motivation for effective management Job evaluation Shaping remuneration systems Employee training staff development company development Career and talent management Digital HRM
Prerequisites and co-requisites	

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Attendance	90.0%	20.0%
	Practical exercises	50.0%	20.0%
	Presentation	50.0%	30.0%
	Test	50.0%	30.0%

Recommended reading	Basic literature	Armstrong M., Taylor R., Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London 2020 Sienkiewicz Ł., Competency-based Human Resources Management, Educational Research Institute, Warsaw 2014 Boxall P., Parcell J., Wrigth P., The Oxford Handbook of Human Resources Management, Oxford University Press, Oxford 2007
	Supplementary literature	None
	eResources addresses	Adresy na platformie eNauczanie:

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

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