



Subject card

Subject name and code	Human Resources Management, PG_00059514						
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	Part-time studies	Mode of delivery			e-learning		
Year of study	1	Language of instruction			Polish		
Semester of study	2	ECTS credits			2.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Energy and Industrial Apparatus -> Faculty of Mechanical Engineering and Ship Technology						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Marzena Banaszek				
	Teachers		dr inż. Marzena Banaszek				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	18.0	0.0	0.0	0.0	0.0	18
	E-learning hours included: 18.0						
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	18		0.0		0.0	18
Subject objectives	The aim of the course is to introduce the basic concepts of human resources management and collective labor relations, learning the basic tools and strategies for management of work in the organization and the key issues and challenges in this regard. The lecture is to indicate the direction of further deepening and self-updating knowledge of human resource management.						
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 correctly recognizes professional problems and is able to determine priorities and hierarchy, using knowledge in solving problems.			[SK5] Assessment of ability to solve problems that arise in practice [SK4] Assessment of communication skills, including language correctness	
	[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 has structured knowledge useful to understand non-technical conditions related to the engineering profession and to take them into account in engineering practice; has well-established knowledge in the field of intellectual property, management and organization of manufacturing processes, including quality and product life cycle management.			[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 understands the importance of resolving dilemmas related to professional work and is aware of the need to ensure safe working conditions in the manufacturing processes and the operation of machines and devices.			[SK5] Assessment of ability to solve problems that arise in practice [SK4] Assessment of communication skills, including language correctness	
	[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 is able to explain the need to use knowledge in the field of humanities, social, economic or legal sciences in functioning in a social environment.			[SK5] Assessment of ability to solve problems that arise in practice [SK4] Assessment of communication skills, including language correctness	

Subject contents	Introduction to management. Managing work teams: management styles, traits of a successful team. Intraorganizational communication: basics of verbal and non-verbal communication, individual communicative styles, questioning techniques, the art of active listening, barriers to communication, resolving of conflicts, models of information flow and its optimization. Motivation in management: the nature of motivation, principles and means of motivating. Time management and its role in planning and management of teamwork. Styles of team management: effectiveness of individual styles, choice of management style suitable to team development stage, social competence of an effective manager. Control, monitoring, and performance appraisal of employees, team, and supervisor.		
Prerequisites and co-requisites	No requirements		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Semester dissertation	50.0%	100.0%
Recommended reading	Basic literature	1. Armstrong M. Zarządzanie zasobami ludzkimi. Oficyna Ekonomiczna, Dom Wydawniczy ABC, Kraków 2001 2. Król H., Zarządzanie zasobami ludzkimi. Podręcznik. Tworzenie kapitału ludzkiego organizacji, PWN, Warszawa 2011 3. Jamka B. , Czynniki ludzki we współczesnym przedsiębiorstwie: zasób czy kapitał? Od zarządzania kompetencjami do zarządzania różnorodnością, Oficyna Ekonomiczna Grupa WoltersKluwer, Warszawa 2011 4. Pocztowski A., Zarządzanie zasobami ludzkimi. Strategie procesy metody, PWE, Warszawa, 2018 5. Listwan T. (red.), Zarządzanie kadrami, Wydawnictwo C.H. Beck, Warszawa 2010	
	Supplementary literature	1. Międzynarodowe zarządzanie zasobami ludzkimi. Praca zbiorowa pod red. A. Pocztowskiego. Oficyna Ekonomiczna, Kraków 2002 2. Najlepsze praktyki zarządzania kapitałem ludzkim. Polska Fundacja Promocji Kadr, Warszawa 2002 3. Najlepsze praktyki zarządzania zasobami ludzkimi w małych i średnich przedsiębiorstwach. Praca zbiorowa pod red. H. Króla i A. Ludwicyńskiego. Wyższa Szkoła Przedsiębiorczości i Zarządzania im. L. Koźmińskiego, Warszawa 2004	
	eResources addresses	Adresy na platformie eNauczenie: Zarządzanie zasobami ludzkimi, W, MiBM, sem.02 zimowy 23/24, (PG_00059514) - Moodle ID: 31945 https://enauczenie.pg.edu.pl/moodle/course/view.php?id=31945	
Example issues/ example questions/ tasks being completed	Discuss the factors affecting human resources management strategy. Present methods and principles stimulate the professional development of the employee. Discuss the role of trade unions in the workplace.		
Work placement	Not applicable		