GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00061360					
Field of study	Engineering Management					
Date of commencement of studies	October 2023		Academic year of realisation of subject		2026/2027	
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	4		Language of instruction		Polish	
Semester of study	7		ECTS credits		3.0	
Learning profile	general academic profile		Assessment form		exam	
Conducting unit	Department Of Entrepreneurship -> Faculty Of Management And Economics -> Wydziały Politechniki Gdańskiej					
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Michał Tomczak				
	Teachers	dr hab. Michał Tomczak				

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	7.0	23.0	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_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
	[K6_W07] analyzes in an advanced way management processes in the technical, legal, economic, financial and social context	explains the social processes of managing people in the organization and in the team	[SW1] Assessment of factual knowledge

Subject contents	Conditions of processes in the area of human resources Digital technologies in the area of HR Personnel function and personnel strategy Shaping the structure and state of employment Job analysis and job description Job evaluation Recruitment of employees Employee selection Onboarding in the organization Employee appraisal and job evaluation Remuneration and incentive systems Staff training Employee development and career management Happiness and stress in the work environment Prospects for the evolution of human resource management
Prerequisites and co-requisites	

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Practical tasks	50.0%	10.0%
	project	50.0%	50.0%
	Attendance	90.0%	40.0%

Recommended reading	Basic literature	Tomczak M., Krawczyk-Bryłka B., Zarządzanie Zasobami Ludzkimi, Warszawa 2017 Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2011 Pocztowski A., Zarządzanie zasobami ludzkimi, Warszawa 2016 Król H., Ludwiczyński A. (red.), Zarządzanie zasobami ludzkimi., Warszawa 2017 Dale M., Skuteczna rekrutacja i selekcja pracowników, Warszawa 2012
	Supplementary literature	Sajkiewicz A. (red.), Zasoby ludzkie w firmie, Warszawa, 2004 Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010 Listwan T. (red.), Zarządzanie kadrami, Warszawa 2009 Woźniak J., Rekrutacja teoria i praktyka, Warszawa 2013 Marcinak J., Standaryzacja procesów zarządzania personelem, Kraków 2006
	eResources addresses	Adresy na platformie eNauczanie:

Example issues/ example questions/ tasks being completed	Development of a set of tools in the field of personnel policy for the selected position Development of a set of tools in the field of personnel policy for the selected organization Creating a job description card 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
Work placement	Not applicable

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