



Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00061469						
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	Part-time studies (on-line)		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	8.0	16.0	0.0	0.0	0.0	24
	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	24		7.0		44.0	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] 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		
	[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	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
	Attendance	90.0%	40.0%
	Practical tasks	50.0%	10.0%
	project	50.0%	50.0%
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., Ludwiczynski 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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