



Subject card

Subject name and code	Human Resources Management, PG_00040592						
Field of study	Engineering Management						
Date of commencement of studies	October 2020	Academic year of realisation of subject			2023/2024		
Education level	first-cycle studies	Subject group			Obligatory subject group in the field of study Humanistic-social subject group 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			2.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Entrepreneurship and Business Law -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor	dr Michał Tomczak					
	Teachers	dr Michał Tomczak dr hab. Łukasz Sienkiewicz					
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	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	2.0		18.0	50	
Subject objectives	Acquire the ability to describe the main problems, define and characterize the techniques and distinguish the most important tools in the field of human resource management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_W03] has a basic knowledge of the relationship both within the organisation and between the organisation and the environment	The student has a basic knowledge of the relationship between the HR department and other departments in the organization and the environment.			[SW3] Assessment of knowledge contained in written work and projects		
	[K6_U06] uses basic theoretical knowledge to solve selected organizational problems, design technical solutions and manage projects, including engineering projects	The student uses theoretical knowledge to solve selected problems, designing solutions and managing projects in the area of HR area.			[SU3] Assessment of ability to use knowledge gained from the subject		
	[K6_K02] identifies problems related to undertaking various tasks, including engineering in the changing conditions of the organisation's functioning; takes into account the ethical aspect related to the implementation of the organisation's tasks	The student identifies problems, including including ethical problems related to implementation of HR tasks.			[SK5] Assessment of ability to solve problems that arise in practice		

Subject contents	Determinants of processes in the field of human resources; Digital technologies in the HR area; Neurodiversity in the work environment; Shaping the structure and status of employment; Job analysis and job description; Job valuation; Recruitment of employees; Selection of employees; Onboarding in the organization; Employee evaluation and job evaluation; Remuneration and motivation systems; Employee training; Employee development and career management; Well-being in work; 15. Perspectives on the evolution of human resource management.		
Prerequisites and co-requisites	Not required		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Semester Project	50.0%	50.0%
	Activity in the class	50.0%	10.0%
	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., 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: Zarządzanie Zasobami Ludzkimi -Zarządzanie Inżynierskie 2023/2024 - Moodle ID: 30890 https://enauzanie.pg.edu.pl/moodle/course/view.php?id=30890	
Example issues/ example questions/ tasks being completed	Developing an HR policy toolkit for a selected job position job. Developing a personnel policy toolkit for a selected organization. Creating a job description sheet. Conducting a job evaluation for the organization. Developing a model recruitment advertisement. Developing a selection interview scenario. Designing the assumptions of the adaptation process in the organization. Developing a career path.		
Work placement	Not applicable		