GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00061096
Field of study	Management

Date of commencement of studies	October 2024	**Academic year of realisation of subject**	2024/2025
Education level	second-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	1	**Language of instruction**	English
Semester of study	1	**ECTS credits**	3.0
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 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	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	5.0	40.0	75

Subject objectives	Uses in-depth knowledge of human resource management processes in the organization to diagnose and improve them

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K7_W06] identifies reliable sources of information relevant to the analyzed issues	identifies problems of human resources management in the organization, proposing solutions to improve HRM processes based on reliable sources of legal, social and ethical information	[SW1] Assessment of factual knowledge
	[K7_K01] recognizes the importance of knowledge related to the field of study in solving cognitive and practical problems	explains the complex social processes of managing people in the organization and in the team based on the acquired knowledge	[SK5] Assessment of ability to solve problems that arise in practice

Subject contents	Human resource management strategy Job analysis and job description Competence-based management Employer branding Recruitment and selection of employees Onboarding and introduction to work in the organization Evaluation of work and employee efficiency Remuneration and incentive systems Employee training and development Career management Talent management Digital technologies in HRM Measurement of HRM effectiveness and return on investment Conditions of HRM culture, labor market, competition
Prerequisites and co-requisites	

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Colloquium / test	50.0%	25.0%
	Attendance	90.0%	10.0%
	Project	50.0%	50.0%
	Active participation during classes	50.0%	15.0%

Recommended reading	Basic literature	Adisa T. (ed.), HRM 5.0 Unpacking the Digitalisation of Human Resource Management, Palgrave Macmillan, 2024. Stor, M. (Ed.). Human at the Center of the Organization: Visions, Realities, Challenges. Publishing House of Wroclaw University of Economics & Business, 2024 Crawshaw J., Budhwar P., Davis A. (eds), Human Resource Management. Strategic and International Perspectives, Fourth Edition, Sage Publications 2023 Armstrong M., Armstrongs Handbook of Human Resource Management Practice, Thirteen Edition, Kogan Page, 2014 Armstrong M., Baron A., Human Capital Management: Achieving Added Value Through People, Kogan Page, 2008 Sienkiewicz Ł. (red.), Competency-based human resources management. The lifelong learning perspective, Instytut Badań Edukacyjnych, Warszawa 2014
	Supplementary literature	Becker B.E., Huselid M.A., Ulrich D., The HR Scorecard: Linking People, Strategy, and Performance, Harvard Business Review Press, 2001 Lawler III E.E., Talent. Making People Your Competitive Advantage, Jossey-Bass, San Francisco 2008
	eResources addresses	Adresy na platformie eNauczanie: Human Resources Management IM 2024/2025 - Moodle ID: 39599 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=39599

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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