



Subject card

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|---|---|--|--|-------------------------------------|--|------------|-----|
| Subject name and code | HUMAN RESOURCES MANAGEMENT, PG_00061469 | | | | | | |
| Field of study | Engineering Management | | | | | | |
| Date of commencement of studies | October 2024 | Academic year of realisation of subject | | | 2027/2028 | | |
| 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 | | | | | | |
| Name and surname of lecturer (lecturers) | Subject supervisor | dr hab. Michał Tomczak | | | | | |
| | Teachers | | | | | | |
| 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_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% |
| | Exam | 50.0% | 30.0% |
| | Attendance | 90.0% | 30.0% |
| | project | 50.0% | 30.0% |
| 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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