GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	Human Resources Management, PG_00040592
Field of study	ZARZĄDZANIE ZASOBAMI LUDZKIMI

Date of commencement of studies	October 2022	Academic year of realisation of subject	2025/2026
Education level	first-cycle studies	Subject group	
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 -> Faculty of Management and Economics -> Wydziały Politechniki Gdańskiej

Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Michał Tomczak
	Teachers	dr Marta Szeluga-Romańska

Lesson types	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						
	eNauczanie source addresses: Moodle ID: 46855 Zarządzanie zasobami ludzkimi (ZI) https://enauczanie.pg.edu.pl/moodle/course/view.php?id=46855						

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_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] Ocena umiejętności rozwiązywania problemów występujących w praktyce
	[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] Ocena umiejętności wykorzystania wiedzy uzyskanej w ramach przedmiotu
	[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 of the relationship between the HR department and other departments in the organization and the environment.	[SW3] Ocena wiedzy zawartej w opracowaniu tekstowym i projektowym

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., 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	

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.

Practical activites within the subject	
	Not applicable

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