GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	Human Resources Management, PG_00044475					
Field of study	Engineering Management					
Date of commencement of studies	October 2022		Academic year of realisation of subject		2025/2026	
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	Part-time studies		Mode of delivery		at the university	
Year of study	4		Language of instruction		Polish	
Semester of study	8		ECTS credits		2.0	
Learning profile	general academic profile		Assessment form		assessment	
Conducting unit	Department of Entrepreneurship -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology					
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Michał Tomczak			
	Teachers					

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	16.0	0.0	0.0	0.0	16
	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	16	2.0	32.0	50

Subject objectives	Preparing students to practically apply methods and tools of human resource management based on knowledge of organizational functioning, as well as shaping attitudes of responsibility and ethical decision-making in the context of building interpersonal relationships and supporting organizational development.

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K6_U06] uses basic theoretical knowledge to solve selected organizational problems, design technical solutions and manage projects, including engineering projects	is able to apply theoretical knowledge to solve selected problems, design solutions, and manage projects in the area of human resources.	[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	is able to cooperate within a team, gaining preparation for active participation in improving human capital management.is able to cooperate within a team, gaining preparation for active participation in improving human capital management.	[SK5] Assessment of ability to solve problems that arise in practice
	[K6_W03] has a basic knowledge of the relationship both within the organisation and between the organisation and the environment	knows and understands social processes related to managing people within an organization and within a team.	[SW3] Assessment of knowledge contained in written work and projects

Subject contents	Course content – exercises Determinants of processes in the field of human resources; Digital technologies in the HR area; Diversity 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; 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
	Activity in the class	60.0%	50.0%
	Semester Project	60.0%	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., 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