



Subject card

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| 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 (on-line) | | 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 Teachers | | dr hab. Michał Tomczak | | | | | |
| 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_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 | | | |
| | [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. | | [SK5] Assessment of ability to solve problems that arise in practice | | | | |

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| 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 |
| | Activity in the class | | 60.0% |
| Semester Project | | 50.0% | 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., Ludwicyński 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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