



Subject card

Subject name and code	ESSENTIALS OF HUMAN RESOURCES MANAGEMENT, PG_00071778						
Field of study	Management						
Date of commencement of studies	October 2026	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	Full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			English		
Semester of study	3	ECTS credits			4.0		
Learning profile	general academic profile	Assessment form			exam		
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	30.0	30.0	0.0	0.0	0.0	60
	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	60		3.0		37.0	100
Subject objectives	to prepare students to effectively manage human resources through the understanding of social processes in organizations, and to develop teamwork competences related to the improvement of human resources management in various organizational contexts.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_K02] is prepared to make competent and ethical decisions to create and maintain economic, social, and environmental values, demonstrating entrepreneurial actions.		is ready to make responsible and ethical decisions in human resource management, considering both employee and organizational needs, and shows initiative in developing solutions that support employee development and engagement.		[SK5] Assessment of ability to solve problems that arise in practice		
	[K6_W07] knows and understands advanced methods for analyzing the management process in technical, legal, economic, financial, and social contexts.		knows and understands methods of analyzing human resource management processes, including recruitment, performance evaluation, motivation systems, and employee development, taking into account economic, legal, and social conditions as well as the impact of digital technologies.		[SW1] Assessment of factual knowledge		
	[K6_U03] collaborates with others in solving interdisciplinary problems.		is able to collaborate with others in solving human resource management problems, such as recruitment, motivation systems, or competence development, integrating knowledge from different areas of management.		[SU3] Assessment of ability to use knowledge gained from the subject		

Subject contents	Course content – lecture		
	<ol style="list-style-type: none"> 1. Determinants shaping human resource management 2. Application of digital technologies within HRM 3. Workplace diversity considerations 4. Job analysis and the formulation of job descriptions 5. Processes of employee recruitment and selection 6. Employee onboarding and organizational socialization 7. Assessment of job performance and employee effectiveness 8. Compensation structures and incentive mechanisms 9. Employee training and professional development 10. Career development and management 11. Promotion of employee wellbeing 12. Emerging trends and prospective directions in HRM 		
Prerequisites and co-requisites	Course content – exercises		
	<ol style="list-style-type: none"> 1. Key determinants affecting human resource management 2. Integration of digital technologies in HRM practices 3. Management of workforce diversity 4. Job analysis and the development of job descriptions 5. Employee recruitment and selection procedures 6. Onboarding processes and organizational entry 7. Evaluation of employee performance and work effectiveness 8. Compensation systems and incentive structures 9. Training and development of employees 10. Career planning and management 11. Enhancement of employee wellbeing 12. Contemporary trends and future trajectories in HRM 		
Assessment methods and criteria	Subject passing criteria		Passing threshold
	Group project		60.0%
	Colloquium		60.0%
Recommended reading	Basic literature		<ol style="list-style-type: none"> 1. Armstrong, M., & Taylor, S. (2023). Armstrong's handbook of human resource management practice: A guide to the theory and practice of people management. Kogan Page Publishers. 2. Armstrong, M. (2016). Armstrong's handbook of management and leadership for HR: Developing effective people skills for better leadership and management. Kogan Page Publishers. 3. Dessler, G. (2011). Human resource management twelfth edition. Pearson Education. 4. Fatehi, K., & Choi, J. (2019). International business management. Springer. 5. Malik, A. (2018). Strategic human resource management and employment relations. An International Perspective. Springer.
	Supplementary literature		<ol style="list-style-type: none"> 1. Stor, M. (Ed.). Human at the Center of the Organization: Visions, Realities, Challenges. Publishing House of Wrocław 2. Sienkiewicz Ł. (red.), Competency-based human resources management. The lifelong learning perspective, Instytut Badań Edukacyjnych, Warszawa 2014
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ul style="list-style-type: none"> • 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 		
Practical activities within the subject	Not applicable		

Document generated electronically. Does not require a seal or signature.