



SZKOŁA GŁÓWNA
GOSPODARSTWA
WIEJSKIEGO

Human Resources Management

Educational subject description sheet

Basic information

Field of study Course Offer for exchange students - first degree studies (BA programmes) Speciality - Organizational unit Course Offer for exchange students Study level first degree studies (BA programmes) Study form full-time studies Education profile General academic		Didactic cycle 2024/25 Subject code PWMPWM1S_D.A100000K.04444.24 Lecture languages english Mandatory Obligatory subjects Block Major subjects Disciplines Management science and quality
Coordinator	Anna Klepacka	
Teacher	Anna Klepacka	
Period Winter semester	Examination Pass with grade Activities and hours Lecture: 30, including sub-activities: • Synchronous lecture: 30	Number of ECTS points 3

Goals

Code	Goal
C1	discussion of the philosophy, goals and principles of HRM
C2	to familiarize students with HRM processes, the stages of acquiring employees and the development of human resources
C3	presenting students with current, selected legal conditions in the field of labor law as well as the rights and obligations of employees and employers

Subject's learning outcomes

Code	Outcomes in terms of	Effects	Examination methods
Knowledge - Student knows and understands:			
W1	human resource management process in enterprises		Written credit
W2	rules for calculating economic measures of the HR function		Written credit
Skills - Student can:			
U1	determine the correctness of the applied personnel policy		Written credit
U2	assess the correctness of decisions on hiring and dismissing employees		Written credit
Social competences - Student is ready to:			
K1	perform effective teamwork and make key decisions		Written credit

Study content

No.	Course content	Subject's learning outcomes	Activities
1.	Selected terms and concepts related to HRM. Organizational behavior. Work and employment. Organization, positions, jobs and roles. Human resource management processes. Attracting employees. Management by effects. Human resources development. Compensation management. Labor relations. Occupational health and safety and benefits.	W1, W2, U1, U2, K1	Lecture, Synchronous lecture

Course advanced

Activities	Methods of conducting classes	
Lecture	Lecture, Conversation lecture, Case study, Discussion, Analysis of source materials	
Activities	Examination method	Percentage
Lecture	Written credit	100%

Activities	Credit conditions
Lecture	The condition for passing is to obtain min. 51% of points from the written exam.

Literature

Obligatory

1. Boxall P., Purcell J., Wright P. 2007. The Oxford Handbook of Human Resource Management. Oxford University Press.
2. Coyle-Shapiro J., Hoque K., Kessler I., Pepper A., Richardson R. and Walke L. 2013. Human Resource Management. The London School of Economics and Political Science (LSE).
3. Lawler, E. (2012). Effective Human Resource Management. Palo Alto: Stanford University Press.
4. Machado, C. (2019). Sustainable Human Resource Management: Policies and Practices (1st ed., River Publishers Series in Management Sciences and Engineering). Aalborg: Routledge.

Optional

1. Armstrong M. and Taylor S. 2014. Armstrong's Handbook of Human Resource Management Practice, 13th Edition. Library of Congress Cataloging-in-Publication Data.
2. Kaufman, B. (2019). Managing the Human Factor. Ithaca: Cornell University Press.

Calculation of ECTS points

Activity form	Activity hours*
Lecture	30
Preparation for the exam	60
Student workload	Hours 90
Number of ECTS points	ECTS 3

* hour means 45 minutes