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.A100000.04444.24

Lecture languages
english

Mandatory
Obligatory subjects

Block
Major subjects

Disciplines
Management science and quality

Coordinator	Anna Klepacka
Teacher	Anna Klepacka

Period	**Examination**	**Number of ECTS points**
Winter semester	Pass with grade **Activities and hours** Lecture: 30, including remote classes: • Synchronous lecture: 30	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