

1. Course information in compliance with the Study Programme of Management International Business									
Course Name: Human Resource Management							Course Code: C2		
Type of studies: Bachelor's Full-time / Part-time				Profile of education: PRACTICAL			Specialization scope: all		
Year: II Term: 3				Course /module status: obligatory / field course			Course / module language: English		
Type of classes	Lectures	Practical classes			Total	consultation	ECTS Credits		
		tutorials	laboratory classes	seminars			Classes with lecturer	Independent work of student	Total
Teaching Hours Full time studies	15	15	-	-	30	3	1,2	0,8	2
including practical classes	-	15	-	-	15	0	0,6	0,4	1
Teaching Hours Part time studies	10	10	-	-	20	2	0,8	1,2	2
including practical classes	-	10	-	-	10	1	0,4	0,6	1
Form of examination	pass/exam with a grade								
Course / module Coordinator	Dr hab. Dorota Simpson								
Lecturers	Dr hab. Dorota Simpson								
Priority effects of the item specified in the Senate resolution		Z_W02, Z_W07, Z_U03, Z_U02, Z_K01,							
2. Lecturer tasks									
Course learning objectives:									
The aim of the course is to acquaint students with human resource management in the domestic and international context. The course provides them with models, strategies and procedures utilized in managing people in organizations operating both on domestic and global market.									

Subject code	Expected learning outcomes	Reference to learning outcomes for the field of Management
Knowledge		
W1	Students at advanced level know and understand hr processes, methods, tools and procedures used in organizations for managing people. They also know human resource management aspects in international corporations, including cultural specificity of international markets.	Z_W02,
W2	Students have advanced knowledge of the competences of managers and entrepreneurs that determine the effectiveness of their activities, including psychological, organizational and cultural aspects.	Z_W07
Skills		
U1	Students can identify problems related to resource management in the functioning of the organization, analyse them and develop proposals for solutions using selected methods and tools.	Z_U03
U2	Can select appropriate sources and information derived from them for correctly analyse the causes and course of personnel processes for management at the level of economic operators and acquiring, interpreting and using advanced knowledge theoretical and practical to assess and analyse the situation.	Z_U02
Social competence		
K1	Students are ready to constantly and critically evaluate their knowledge improving competences in the field of resource management human and professional qualifications in changing conditions the economics of a globalizing world.	Z_K01
Topics of particular classes with the number of hours		
<p style="text-align: center;">LECTURES (THEORETICAL CLASSES) Full time – 15 h, Part time – 10 h</p>		
<ol style="list-style-type: none"> 1. The essence of human resources management (Full time: 2 h; Part-time: 2 h) <ul style="list-style-type: none"> • The origin of human resource term • Definitions of human resource management • “Soft” and “hard” approach to human resource • Other terms describing people at work • The concept of human capital and intellectual capital 2. Stages and models of HRM (Full time: 2 h, Part-time: 1 h) <ul style="list-style-type: none"> • Evolution of personnel function in an organization – zero, operational, tactical, strategic, knowledge • Sieve model • Human capital model 3. HRM processes in an organization (Full time: 4 h, Part-time: 2 h) 		

- HRM planning
 - Recruitment
 - Selection
 - Induction
 - Training and Development
 - Dismissal
4. Employee assessment systems (Full time: 1 h, Part-time: 1 h)
 - Functions of assessment systems
 - Types of employee assessment
 5. Rewarding (Full time: 1 h, Part-time: 1 h)
 - Functions of rewarding
 - Components of rewarding
 - Rewarding systems
 6. International HRM (Full time: 3, Part-time: 2 h)
 - Global trends in HRM
 - Differences between domestic and international HRM
 - Competition strategies of corporations on international markets
 - Models IHRM – ethnocentric, polycentric, geocentric, regiocentric
 - Types of expatriates working in international companies
 - Selected processes HR processes in international companies
 - Compensation systems in IHRM

Total: Full-time 15 h, Part-time lectures – 10 h

1. Development of HRM concepts (Full time: 2 h, Part-time: 1 h)
 - Evolution of personnel function in an organization – zero, operational, tactical, strategic, knowledge
 - Sieve model
 - Human capital model
2. HRM processes in an organization (Full time: 4 h, Part-time: 2 h). Part time students present their own experience orally and in PP
 - HRM planning – case study
 - Recruitment – case studies
 - Selection – role playing
 - Induction – case study
 - Training and Development – case study
 - Dismissal – case study
3. Employee assessment systems (Full time: 1 h, Part-time: 1 h)
 - Functions of assessment systems
 - Types of employee assessment
4. Rewarding (Full time: 1 h, Part-time: 1 h)
 - Functions of rewarding
 - Components of rewarding
 - Rewarding systems
5. International HRM (Full time: 3, Part-time: 2 h)
 - Global trends in HRM
 - Differences between domestic and international HRM
 - Competition strategies of corporations on international markets
 - Models IHRM – ethnocentric, polycentric, geocentric, regiocentric
 - Selected processes HR processes in international companies
 - Compensation systems in IHRM
6. Impact of cultural differences on HRM (Full time: 2 h, Part-time: 1 h)

- Dimensions of culture in the context of HR
- Selected hrm processes in transnational corporations.

Part-time students present their own experience in PP, some case studies solve at home.

Methods of teaching	Lectures with the use of multimedia, role playing, case studies, in-class learning discussion, exercises, tests.
Assigned Literature	1. M. Armstrong, S. Taylor, Armstrong's Handbook of Human Resource Management Practice, Kogan Page Ltd. 2017, Kogan Page Ltd, London, 2017
Optional Literature	P.J.Dowling, M.Festing, A.D.Engle, International Human Resource Management, Cengage Learning EMEA, Cheriton House, UK 2013 Engaging and Integrating a Global Workforce: Five Key Trends from SHRM's Special Expertise Panel, SHRM Foundation, 2016, shrmfoundation.org/shapingthefuture . J. Syed, R. Kramar, Human Resource Management. A Global and Critical Perspective, Palgrave 2017

3. Tasks and time of independent student work

Tasks descriptions	Number of hours		ECTS Credits	
	Full-time	Part-time	Full-time	Part-time
The tasks of theoretical	10	15	0,4	0,6
Literature studies on the subject and preparation for the exam and tutorial.	10	15	0,4	0,6
The tasks shaping practical skills				
Preparing short written and oral presentations on selected topics, solving cases, tests and exercises.	10	15	0,4	0,6
TOTAL student workload in hours	20	30	0,8	1,2

4. Methods of verification and documentation of the learning outcomes assessment

Symbol of learning outcomes	Methods of verification and documentation
K1	Attendance, in class activity, participation in discussions, individual projects, group work.
U1	Active participation in tutorial, solving tasks, exercises, preparing presentations, working in teams.

U2	Attendance, active participation in tutorial, preparation of projects, activities during classes, participation in discussions, preparation of presentations, solving practical examples, giving feedback, individual presentations.
U3	Assessment of prepared projects and presentations, self-assessment report.
W1	Exam
W2	Exam
	<p>Basic criteria for the final assessment:</p> <p>The modular grade consists of 50% of the grade from tutorials and 50% of the grade from the exam.</p> <p>Tutorial: Attendance, oral and written presentations, solved cases, self-assessment report.</p> <p>Exam: a single-choice test on the Moodle Platform</p> <p>Retake exam: as above</p> <p>Grading scale: 5,5; 5; 4,5; 4; 3,5; 3; 2 – fail.</p>