



JAGIELLONIAN
UNIVERSITY
IN KRAKÓW

Human Resource Management

Educational subject description sheet

Basic information

Field of study Business and Finance Management	Education cycle 2021/22
Speciality -	Subject code UJ.WZBFMS.210.5cb4324babca2.21
Department Faculty of Management and Social Communication	Lecture languages English
Study level second cycle	Subject related to scientific research Yes
Study form full-time degree programme	Disciplines Management science and quality
Education profile General academic	ISCED classification 0413 Management and administration
Mandatory obligatory	USOS code WZ.IEZ-Z/dbfm/I2/HRM
Subject coordinator	Justyna Bugaj
Lecturer	Justyna Bugaj

Period Semester 1	Examination exam	Number of ECTS points 4.0
	Activities and hours conversatory classes: 30	

Subject's learning outcomes

Code	Outcomes in terms of	Effects	Examination methods
Knowledge - Student knows and understands:			
W1	Students have a knowledge of the contemporary concepts of and methods used to measure and manage an organisation's achievements	BFM_K2_W06, BFM_K2_W08, BFM_K2_W10	written exam, credit

Skills - Student can:			
U1	Select appropriate methods and instruments for the description and analysis of problems and areas of activity in an organisation and its environment, and assess their applicability and effectiveness	BFM_K2_U08, BFM_K2_U09	written exam, credit
U2	Conduct a comprehensive audit of selected areas in a company or of the entire organisation	BFM_K2_U07, BFM_K2_U09	credit
U3	Select and manage human, material, financial, and information resources for the efficient and successful achievement of management tasks	BFM_K2_U01, BFM_K2_U07	written exam, credit
Social competences - Student is ready to:			
K1	Graduates are qualified to create and participate in projects carried out by interdisciplinary teams working in and outside the organisation	BFM_K2_K01, BFM_K2_K03	credit

Calculation of ECTS points

Activity form	Activity hours*	
collecting information for a given project	15	
conducting literature studies	15	
preparation for the exam	20	
participation in an exam	2	
preparation for classes	20	
analysis of literature given by the teacher	10	
conversatory classes	30	
Student workload	Hours 112	ECTS 4.0
Workload involving teacher	Hours 30	ECTS 1.0

* hour means 45 minutes

Study content

No.	Course content	Subject's learning outcomes
1.	Introduction-The functions, structures and entities HRM	W1, U2
2.	Processes of HRM	W1, U3, K1
3.	Recruitment and selection	W1, U2, K1
4.	Evaluation work and employees	W1, U1, K1

5.	Motivating and rewarding	W1, U2, K1
6.	Learning, Development and career path	W1, U1, K1
7.	Strategic HRM	W1, U1, U3
8.	Selected issues of International HRM	W1, U1, K1
9.	Trends in the labour market and future HRM	W1, U1, U2, K1

Course advanced

Teaching methods:

project method, conversation lecture, lecture with multimedia presentation, discussion, case study, solving tasks, e-learning methods

Activities	Examination methods	Credit conditions
conversatory classes	written exam, credit	attendance is compulsory (80%) ongoing assessment of homework active participation during the lectures exam (two parts): written test and problem solving tasks

Literature

Obligatory

1. Armstrong's Handbook of Human Resource Management Practice, <http://hfs1.duytan.edu.vn/upload/ebooks/3086.pdf> [16.10.2016];
2. John W. Budd, Devasheesh Bhave, The Employment Relationship, Version Date: March 19, 2008

Optional

1. Harvard Business Review- books and articles materials and documentation available on website: Pegaz UJ

Effects

Code	Content
BFM_K2_W06	Absolwent zna i rozumie oraz potrafi wyjaśnić na przykładach koncepcje zarządzania strategicznego opisujące zarządzanie zespołem i przywództwo organizacyjne
BFM_K2_W08	Absolwent zna i rozumie współczesne koncepcje oraz metody pomiaru i zarządzania dokonaniaми organizacji
BFM_K2_W10	Absolwent zna i rozumie tendencje mające wpływ na kształtowanie organizacji przyszłości, potrafi przy tym integrować poglądy klasycznej i współczesnej teorii organizacji i zarządzania
BFM_K2_U08	Absolwent potrafi dokonać doboru i zarządzania zasobami ludzkimi, materialnymi, finansowymi i informacyjnymi w celu skutecznego i efektywnego wykonania zadań menedżerskich
BFM_K2_U09	Absolwent potrafi pracować w środowisku międzykulturowym z użyciem języka angielskiego w rolach: pracownika, doradcy, menedżera
BFM_K2_U07	Absolwent potrafi projektować zmiany w organizacji i zarządzać zmianami
BFM_K2_U01	Absolwent potrafi stosować w pracy lub nauce pogłębioną wiedzę z obszaru nauk o zarządzaniu, powiązaną z kierunkiem studiów Business and Finance Management
BFM_K2_K01	Absolwent jest gotów do tworzenia i uczestniczenia w pracy zespołów interdyscyplinarnych w środowisku organizacji i poza nim
BFM_K2_K03	Absolwent jest gotów do prowadzenia konstruktywnego dialogu, debaty, przekonywania i negocjowania w imię osiągnięcia wspólnych celów - również w języku angielskim