



FACULTY OF MANAGEMENT

EDUCATIONAL MODULE DESCRIPTION SHEET

Module name (in Polish)			
Module name (in English)			
Human Resources Management			
Module code			Method of evaluation
Field of study		Track	Year/Semester
Management			Autumn
Major:		Language of instruction	Module
		English	elective
Number of hours		Number of ECTS points	Subject group
Lectures:	Classes:	3	E
Level of qualification	Mode of studies	Educational field	
	regular		
Author Department	Dr Maciej Brzozowski, Department of Strategic Management		
Teacher	Dr Maciej Brzozowski		

Module's educational aims

A1	Getting familiar with the nature of human resources management
A2	Transferring knowledge related to key issue and problems of managing people in an organization
A3	Enabling student to plan improvements in human resources management

Module's learning outcomes

Code	Outcomes in terms of	Learning outcomes within the field
Knowledge		
K1	Explains the nature of human resources management	Z2A_W09, Z2A_W03, Z2A_W04, Z2A_W07
K2	Knows basic methods and techniques of human resources management.	Z2A_W03, Z2A_W04, Z2A_W13
Skills		
S1	Matches appropriate HRM tools to existing circumstances	Z2A_U01, Z2A_U03, Z2A_U05
S2	Prepares improvements of existing human resources management practices	Z2A_U06, Z2A_U07, Z2A_U08, Z2A_U09, Z2A_U12, Z2A_U15
Social competences		
C1	Identifies problems related to human resources management	Z2A_K02, Z2A_K03
C2	Working in team solves problems related to HRM	Z2A_K02, Z2A_K03, Z2A_K06

Study content

No.	Study content	Module's educational aims	Module's learning outcomes
1.	Management theory and practice	A1	K01
2.	The role of Human Resources Management	A1, A2	K02, S01
3.	HR strategy	A2, A3	K02, S01
4.	HR planning	A2, A3	S02, S02
5.	HR Recruitment	A2, A3	S02, C02
6.	HR Selection	A2, A3	S02, C01
7.	HR Placement	A3	S01, S02, C01
8.	HR Compensation	A2, A3	S01, S02, C01
9.	Performance management	A2	S01, C01
10.	Training and development	A2, A3	S01, S02
11.	Employee separation and retention	A2, A3	S02, C02
12.	Managing change in Human Resources	A2, A3	S02, C02

Bibliography:

Obligatory

Dessler G., Human Resource Management, Pearson Prentice Hall, 2007.

Noe R., Hollenbeck J., Gerhart B., Wright P., Human Resource Management, McGraw-Hill, Boston 2006.

Anthony W., Kacmar M., Perrewe P., Human Resource Management, Thomson, 2006.

Robbins S., Coulter M., Management, 10th edition, Prentice Hall, 2009.

Recommended

Hitt M., Black S., PoZrter L., Management, 2nd edition, Prentice Hall, 2009.

Certo S., Certo T., Modern Management: Concepts and Skills, 11th edition, Prentice Hall, 2009.

Daft R. L., Management, 9th Edition, 2010, Cengage

Armstrong M., Strategic Human Resource Management – a guide to action, Kogan Page, 2008

Entry requirements	Basic management knowledge, upper-intermediate knowledge of English
Teaching methods	Lecture with multimedia presentation, case study, project method, discussion
Method of evaluation	Team project, presentation, case studies, discussion

Calculation of ECTS points

Forms of student work	Average number of hours for student work*	
Taking part in lectures	30	
Team project presentation	30	
Student work in total	Number of hours 60	ECTS points 3
Contact hours (with the teacher)	Number of hours 30	ECTS points 1,5
Practical-class work	Number of hours 30	ECTS points 1,5

* one hour of classes = 45 minutes

Methods of evaluating the learning outcomes

Learning-outcome code	Methods of evaluation		
	Team project	Presentation	Discussion
K1	X	X	X
K2	X	X	X
S1	X	X	X
S2	X	X	X
C1	X	X	X
C2	X	X	X