

DESCRIPTION OF THE COURSE OF STUDY

Course code	312.4.SM1.D09.ZZL	
Name of the course in	Polish	Zarządzanie zasobami ludzkimi
	English	Human Research Management

1. LOCATION OF THE COURSE OF STUDY WITHIN THE SYSTEM OF STUDIES

1.1. Field of study	International Relations
1.2. Mode of study	Full-time study part –time study
1.3. Level of study	First-cycle studies
1.4. Profile of study*	General academic
1.5. Person/s preparing the course description	Institute of International Relations and Public Policies
1.6. Contact	ismipp@ujk.edu.pl

2. GENERAL CHARACTERISTICS OF THE COURSE OF STUDY

2.1. Language of instruction	English
2.2. Prerequisites*	-

3. DETAILED CHARACTERISTICS OF THE COURSE OF STUDY

3.1. Form of classes	Lecture, classes
3.2. Place of classes	didactic rooms of the Jan Kochanowski University
3.3. Form of assessment	graded credit
3.4. Teaching methods	Lecture: problem lecture (lecture, discussion); viewing methods (demonstration, use of technical teaching aids). Classes: problem methods - activating learning (case analysis), methods of knowledge assimilation, moderated discussion presentation of a selected problem with the use knowledge
3.5. Bibliography	Required reading H. Król, A. Ludwiczyski, Zarządzanie zasobami ludzkimi, Warszawa 2014, A. Pochtowski, Zarządzanie talentami w organizacji, Kraków 2009 M. Kostera, Zarządzanie personelem, Warszawa 2010 George Gilder, <i>The Spirit of Enterprise</i> , New York: Simon & Schuster, 1984. Michael Porter, <i>Competitive Strategies</i> , New York: Free Press, 1980. P. F. Drucker, <i>Management Challenges for the 21 st Century</i> , New York 1999.
	Further reading Karl H. Vesper, <i>New Venture Strategy</i> , Englewood Cliffs, N.J.: Prentice-Hall 1980. P. Drucker, <i>The Essential Drucker: The Best of Sixty Years of Peter Drucker's Essential Writings on Management</i> (Collins Business Essentials), New York 2001.

4. OBJECTIVES, SYLLABUS CONTENT AND INTENDED LEARNING OUTCOMES

4.1. Course objectives (including form of classes) C 1. Knowledge - student has knowledge of the personnel management process in terms of the theory of the subject and has knowledge of teamwork mechanisms and team management methods. C2. Skills - student is able to explain the essence of communication mechanisms in the area of personnel management in the sector both public and private. Student is able analyze the potential of the organization's intellectual capital. C3. Social competences - student has competences to actively participate in international teams at different levels and communicating and managing work in an international environment and among specialists
4.2. Detailed syllabus (including form of classes) Lecture: human resource management as a subject of analysis, work transformation, concepts of human resource management, capital human and intellectual capital, challenges in the field of human resource management, knowledge-based economy, shaping career in organization, human resource management in the public and private sectors. Classes: labour analysis, human resource allocation, employee training and evaluation processes, employee motivation, shaping careers, building knowledge in the organization

4.3 Intended learning outcomes

Code	A student, who passed the course	Relation to learning outcomes
within the scope of KNOWLEDGE:		
W01	Has extended knowledge about the instruments, organisational structures as well as about the governance and the economy in business.	SM1A_W09
W02	Can identify and describe the key issues of activities of doing business. Has a basic knowledge of entrepreneurship business.	SM1A_W12
W03	Can identify and describe the main directions of the transformations taking place in the modern world (including the processes of globalisation, the development of the information society, the processes of integration and disintegration of political and economic interpenetration of cultures)..	SM1A_W13
within the scope of ABILITIES:		
U01	He is able to effectively and comprehensively apply his theoretical knowledge and recognized research methods to analyze long-term social, technological and climatic processes taking place within contemporary international relations, as part of working groups and groups of analysts.	SM1A_U04
U02	On the basis of in-depth knowledge, he is able to construct scenarios for the development of processes in the field of international relations, in all their planes, and outline their strategic consequences for the world.	SM1A_U05
U03	He is able to spot a new research problem and propose its creative analysis – solution. Identifies weak signals of change, is aware of the nonlinearity of global processes.	SM1A_U11
within the scope of SOCIAL COMPETENCE:		
K01	Is able to identify and analyse the specific problems affecting the functioning of institutions, businesses, as well as to propose and implement appropriate solutions to these problems. Properly assesses and verify the relevance of the different working methods, procedures, and best practices to accomplish tasks and solve problems related to doing business in Poland.	SM1A_K01
K02	He is ready for objective and non-emotional reflection when assessing contemporary events and social, technological and economic trends, including the ability to competently and exhaustively refer to issues important in public life, primarily the social consequences of the growing integration of technological and biological domains.	SM1A_K03
K03	He is ready for objective and non-emotional reflection when assessing contemporary events and social, technological and economic trends, including the ability to competently and exhaustively refer to issues important in public life, primarily the social consequences of the growing integration of technological and biological domains.	SM1A_K06

4.4. Methods of assessment of the intended learning outcomes

Teaching outcomes (code)	Method of assessment (+/-)																				
	Exam oral/written*			Test*			Project*			Effort in class*			Self-study*			Group work*			Others* e.g. standardized test used in e-learning		
	Form of classes			Form of classes			Form of classes			Form of classes			Form of classes			Form of classes			Form of classes		
	L	C	...	L	C	...	L	C	...	L	C	...	L	C	...	L	C	...	L	C	...
W01				+	+					+	+			+			+				
W02				+	+					+	+			+			+				
W03				+	+					+	+			+			+				
U01					+						+			+			+				
U02					+						+			+			+				
U03					+						+			+			+				
K01				+						+	+			+			+				
K02										+	+			+			+				
K03										+	+			+			+				

*delete as appropriate

4.5. Criteria of assessment of the intended learning outcomes

Form of classes	Grade	Criterion of assessment
lecture (L) (including e-learning)	3	Student passed the written exam at the level of 50-60% of the maximum number of points that can be obtained
	3,5	Student passed the written exam at the level of 61-70% of the maximum number of points that can be obtained
	4	Student passed the written exam at the level of 71-80% of the maximum number of points that can be obtained
	4,5	Student passed the written exam at the level of 81-90% of the maximum number of points that can be obtained
	5	Student passed the written exam at the level of 91-100% of the maximum number of points that can be obtained
classes (C)* (including e-learning)	3	Student passed the test at the level of 50-60% of the maximum number of points possible,'
	3,5	Student passed the test at the level of 61-70% of the maximum number of points possible
	4	Student passed the test at the level of 71-80% of the maximum number of points possible
	4,5	Student passed the test at the level of 81-90% of the maximum number of points possible, attended classes
	5	Student passed the test at the level of 91-100% of the maximum number of points possible, attended classes
others (...)* (including e-learning)	3	
	3,5	
	4	
	4,5	
	5	

5. BALANCE OF ECTS CREDITS – STUDENT'S WORK INPUT

Category	Student's workload	
	Full-time studies	Extramural studies
NUMBER OF HOURS WITH THE DIRECT PARTICIPATION OF THE TEACHER /CONTACT HOURS/	35	35
Participation in lectures*	30	30
Participation in classes, seminars, laboratories*	5	5
Preparation in the exam/ final test*		
Others (please specify e.g. e-learning)*		
INDEPENDENT WORK OF THE STUDENT/NON-CONTACT HOURS/	15	15
Preparation for the lecture*		
Preparation for the classes, seminars, laboratories*	10	20
Preparation for the exam/test*	5	5
Gathering materials for the project/Internet query*		
Preparation of multimedia presentation		
Others *		
TOTAL NUMBER OF HOURS	50	50
ECTS credits for the course of study	2	2

*delete as appropriate

Accepted for execution (date and legible signatures of the teachers running the course in the given academic year)

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