

<b>STUDY MODULE DESCRIPTION FORM</b>		
Name of the module/subject <b>Human Resources Management</b>		Code <b>1011101351011111195</b>
Field of study <b>Engineering Management - Full-time studies -</b>	Profile of study (general academic, practical) <b>(brak)</b>	Year /Semester <b>3 / 5</b>
Elective path/specialty <b>-</b>	Subject offered in: <b>Polish</b>	Course (compulsory, elective) <b>obligatory</b>
Cycle of study: <b>First-cycle studies</b>	Form of study (full-time, part-time) <b>full-time</b>	
No. of hours Lecture: <b>15</b> Classes: <b>15</b> Laboratory: <b>-</b> Project/seminars: <b>-</b>		No. of credits <b>2</b>
Status of the course in the study program (Basic, major, other) <b>(brak)</b>		(university-wide, from another field) <b>(brak)</b>
Education areas and fields of science and art		ECTS distribution (number and %)
<b>Responsible for subject / lecturer:</b> dr Agnieszka Krugielka email: agnieszka.krugielka@put.poznan.pl tel. 61 665 34 01 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		<b>Responsible for subject / lecturer:</b> dr Agnieszka Krugielka email: agnieszka.krugielka@put.poznan.pl tel. 61 665 34 01 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań
<b>Prerequisites in terms of knowledge, skills and social competencies:</b>		
1	<b>Knowledge</b>	The student has knowledge of the basics of management - know the concepts related to management, organizational culture, delegation of responsibility, etc ..
2	<b>Skills</b>	The student understands and is able to analyze the processes taking place in the relations between people in the organization.
3	<b>Social competencies</b>	The student is aware of the importance of the human factor in the organizational results context of the results of qualitative and quantitative organization.
<b>Assumptions and objectives of the course:</b> -The aim is to get students to know the problems of Human Resource Management, especially related to the position of the head (and leadership) team.		
<b>Study outcomes and reference to the educational results for a field of study</b>		
<b>Knowledge:</b>		
1. The student has the knowledge of the recruitment and selection process; knows the basic tools of tangible and intangible motivational system and practical methods of assessment staff - [K1A_W06] - [K1A_W06]		
2. The student has knowledge of the effects of management, delegation of responsibility and making decisions participation processes in the organization - [K1A_W08, K1W_15]		
3. The student knows the methods for staff skills developing and how to optimize the communication process between members of the organization - [K1A_W11]		
4. The Student has knowledge of organizational standards of Human Resources Management - [K1A_W16]		
5. The student has knowledge about the historical aspects of the process of Human Resource Management - [K1A_W18]		
<b>Skills:</b>		
1. The student is able to prepare the staff selection process, to assess the functioning of the organization system, know, how to motivate employees, and how to prepare a appropriate of an assessing employees questionnaire - [K1_U01, K1_U02, K1A_U8]		
2. The student uses acquired knowledge to resolve problems arising in the field of Human Resource Management - [K1A_U06]		
3. The student is able to arrange business meeting, prepare a report, presentation and deliver the speech. - [K1_U10, K1A_U11]		
<b>Social competencies:</b>		

1. The student is aware of the relation between staff selection and staff motivation process and is able to assess the quality of work in the organization - [K1\_K05]
2. The student understands and recognizes the need for powers delegation - [K1\_K02, K1\_K03]
3. The student is aware of the rank of the value of information in the organization understands the need for permanent optimization and improvement in this area - [K1\_K01]

### Assessment methods of study outcomes

Lecture completed a written test.

Exercises completed an evaluation of the presentation and the scientific description - the preparation and presentation of selected topic from the list - for approx. 15 min, the description of approx. 20 pp. (Individually or in pairs). Discussions of presented topics

### Course description

- 1. Object, conditions, meaning and evolution of Human Resources Management.
2. Recruitment and selection process (the point of view of the employer and the applicant).
3. The forms of employment.
4. Basic theories and tools to motivate.
5. Mechanisms of impact management.
6. Situation management concepts.
7. The leader and manager - similarities and differences (competencies, skills, sources of power).
8. The pyramid of knowledge and power.
9. Training of managers and executive staff (including coaching and mentoring).
10. The communication process in the organization (models, forms, optimization).
11. Conflicts in the organization.
12. Pathologies in the work environment and coping with them.
13. Pros and cons of teamwork.
14. Corporate Social Responsibility in the sphere of employment.

#### Basic bibliography:

1. Armstrong M., Zarządzanie Zasobami Ludzkimi, Oficyna Ekonomiczna Grupa Wolters Kluwer, Warszawa 2011
2. Wyrwicka M., Grzelczak A., Krugielka A., Polityka kadrowa przedsiębiorstwa, Wydawnictwo Politechniki Poznańskiej, Poznań 2011
3. Borkowska S., Strategie wynagrodzeń, Oficyna Ekonomiczna Grupa Wolters Kluwer, Kraków 2006

#### Additional bibliography:

1. Personel i Zarządzanie, miesięcznik INFOR-u
2. Lachniewicz S., Wałęcka A., (red) Współczesne problemy zarządzania zasobami ludzkimi, Wydawnictwo Politechniki Łódzkiej, Łódź 2010

### Result of average student's workload

Activity	Time (working hours)	
1. Lecture	15	
2. Exercises	15	
3. Consultations	15	
4. Exam	10	
Student's workload		
Source of workload	hours	ECTS
Total workload	50	2
Contact hours	50	1
Practical activities	15	0