



COURSE SPECIFICATION

Course code	full-time studies	Z-ZB-E-309
	part-time studies	-
Course title in English	Human Resources Management	
Course title in Polish	Zarządzanie zasobami ludzkimi	
Valid from academic year	2025/2026	

PLACEMENT IN THE TEACHING PROGRAM

Programme of study	BUSINESS MANAGMENT
Level of education	1st degree
Studies profile	academic
Form and mode of study	full-time programme
Scope	all
Academic unit responsible for the course	Department of Management and Organization
Course coordinator	dr Anna Sołtys
Approved by	dr hab. inż. Dariusz Bojczuk, prof. uczelni

GENERAL CHARACTERISTIC OF THE COURSE

Teaching block		Directional subject
Course status		Obligatory
Language of instruction		English
Semester of delivery	full-time studies	Semester III
	part-time-studies	-
Prerequisites		Organisation and managemenet
Exam (YES/NO)		YES
ECTS		5

Method of conducting classes		lecture	classes	laboratory	project	other
Number of hours per semester	full-time	30	20			
	part-time					



LEARNING OUTCOMES

Category	Outcome code	Course learning outcomes	Reference to the directional learning effect
Knowledge	W01	The student has knowledge of the conditions and principles of human resources management in enterprises.	ZB1_W01
	W02	The student has knowledge of methods and instruments for implementing the human resources management function in enterprises.	ZB1_W05
	W03	The student understands the increasing importance of human capital in modern enterprises. Knows the dilemmas related to human capital management.	ZB1_W01 ZB1_W05
Skills	U01	The student is able to use the acquired theoretical knowledge to analyze changes taking place in human resources management and identify priority problems to be solved.	ZB1_U02
	U02	The student is able to analyze problems related to human resources management and identify appropriate solutions in the form of methods and instruments for implementing the personnel policy of enterprises.	ZB1_U07 ZB1_U14
	U03	The student is able to analyze and forecast processes and phenomena occurring in human resources management using methods typical of social sciences.	ZB1_U07
Social competences	K01	The student understands the need to constantly supplement the knowledge of human resources management, especially in the context of changing conditions and instruments.	ZB1_K01
	K02	The student is ready to cooperate in a group and communicates effectively, analyzing complex causes and effects of key human resources management problems.	ZB1_K02

COURSE CONTENT

Method of conducting classes	Course content
lecture	Selected categories and concepts in the field of human resources management. Human resources management system. Personnel functions. Conditions of human resources management in enterprises. Recruitment, selection and adaptation of employees. Motivating during work. Training and individual development of employees. Periodic employee evaluations. Work evaluation. Remuneration for work as an instrument for motivating work. Mobbing and discrimination - pathologies in the workplace. Trust management in the organization. Psychosocial determinants of stress at work. Burnout.
classes	Employee recruitment and selection process - case study. Solving the problem of low employee motivation - a case study. Criteria, methods and errors in periodic employee evaluation - a case study. Rules for conducting an evaluation interview. Diagnosing training needs - a case study. Evaluation of the training system – a case study. Analysis of factors influencing the course of a professional career - a case study. Diagnosis of mobbing activities and the effects of mobbing in the individual and organizational dimensions - a case study.

METHODS FOR VERIFYING LEARNING OUTCOMES

Outcome	Learning outcomes verification methods
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code	Oral examination	Written examination	Test	Project	Report	Other
W01	X					
W02	X					
W03	X					
U01						X
U02						X
U03						X
K01						X
K02						X

FORM AND CONDITIONS OF ASSESSMENT

Form of classes	Assessment type	Assessment Criteria
lecture	Examination	Oral exam - providing a comprehensive answer to at least one of three problematic questions.
classes	Credit with grade	Correctly solving case studies in teams, then presenting solutions in the group forum and active participation in the discussion.

STUDENT WORKLOAD

ECTS Balance								
No.	Activity type	Student workload					Unit	
		full-time						
		W	C	L	P	S		
1.	Scheduled contact hours	30	20				h	
2.	Other (consultations, exams)	4	2				h	
3.	Total number of contact hours	56					h	
4.	Number of ECTS credits for contact hours	2,2					ECTS	
5.	Number of hours of independent student work	69					h	
6.	Number of ECTS points that a student obtains through independent work	2,8					ECTS	
7.	Workload related to practical classes	50					h	
8.	Number of ECTS credit points which a student receives for practical classes	2,0					ECTS	
9.	Total number of hours of a student's work	125						
10.	ECTS credits for the course <i>1 1 ECTS credit = 25 student learning hours</i>	5					ECTS	

W - LECTURE C - CLASSES L - LABORATORY P - PROJECT S - SEMINAR



READING LIST

1. Armstrong's Handbook of Human Resources Management Practice, (2014), M. Armstrong, Koganpage, https://e-uczelnia.uek.krakow.pl/pluginfile.php/604792/mod_folder/content/0/Armstrongs%20Handbook%20of%20Human%20Resource%20Management%20Practice_1.pdf
2. Contemporary Issues and Challenges in Human Resource Management, (2015), K. Stankiewicz (ed), Gdansk University of Technology, Gdańsk, <https://zie.pg.edu.pl/documents/10693/38995566/Contemporary%20Issues%20and%20Challenges.pdf> Zarządzanie zasobami ludzkimi,
3. Challenges for Human Resource Management in the Era of Dynamically Changing Technology: A Quantitative Investigation, A. Sharma (2018), (in:) Psychology And Education (2018) 55(1): 478-485, <https://pdfs.semanticscholar.org/6605/76dd790c374b983033218661f952c2f16b7e.pdf>
4. The Phenomenon Of Mobbing At Work – Initial Report From The Research, (2023), S. Gołąb, B. Będzik, Z. Siedlecka, Scientific Papers Of Silesian University Of Technology, Organization And Management Series No. 168 <https://managementpapers.polsl.pl/wp-content/uploads/2023/04/168-Go%C5%82%C4%85b-B%C4%99dzik-Siedlecka.pdf>

Others materials

<https://www.cpl.com/blog/2023/06/4-differences-between-a-job-description-and-a-job-specification>;
<https://www.indeed.com/career-advice/career-development/job-specification>
<https://www.peninsulapersonnel.com.au/for-employers/sample-job-specification/>