Module description (syllabus): Zarządzanie kapitałem ludzkim

Module title:	**Zarządzanie kapitałem ludzkim**	**ECTS**	**5**
Module title translation:	Human capital management		
Module for study direction:	**Erasmus**		

Module language: **angielski**		Study level: **2**	
Study cycle: **stacjonarne**	Module status: **kierunkowy - do wyboru**	Semester number: **3** **semestr zimowy**	
Academic Year from which module description is valid :		**2019/2020**	Catalogue number: **EKR-E-2S-3-24-KF-2019-ERA**

Person in charge of the module:	**Piotr Gabryjończyk, dr**		
Teachers responsible for classes:	**Piotr Gabryjończyk, Ph.D.** **Ewa Stawicka, Ph.D.**		
Unit responsible for the module:	**Katedra Turystyki, Komunikacji Społecznej i Doradztwa**		
Faculty in charge:	**Wydział Ekonomiczny**		
Objectives of the module:	a. presentation of knowledge about creation and evolution of human capital idea; b. indication of the human capital's role and significance in economy; c. analysis of reasons of growing interest in the human capital problems; d. indicating examples of good practices and solutions used in human capital management. **Lectures** Creation and evolution of human capital idea. Approach to human and his capital in history and now. Evolution of human capital's valuation. Human capital's value for employer. Difference between human, social and organizational capital. Mobility of human capital, flow and prediction of employment. Educational policy - different approaches and solutions. Human capital support in EU. **Classes** Human in the enterprise as a key factor of the competitiveness and success. Essence of professional career. Planning of human resources. Recruitment and selection. Evaluating, motivating and rewarding employees. Sense of training in organization and employees development. Time of work and work's efficiency. Good governance in human capital management.		
Teaching forms and number of hours:	a. lectures - no of hours: full time study: 15, part-time study. 0 b. classes - no of hours: full time study: 15, part-time study. 0		
Teaching methods:	discussion, problem solving, sorce texts analysis, consultation with the lecturer, lectures, case study, individual student projects		
Initial requirements and formal prerequisities:	Economics, Management.		
Learning outcomes:	**Knowledge - knows and understands:** 1. knows and understands the idea of human capital and its significance for the economy; 2. knows and understands growing role of the human capital in modern life;	**Skills - can:** 3. is able to search for information and solve problems concerning human aspects in enterprises; 4. is able to work in a team, fulfilling various functions depending on the tasks;	**Competences - is ready for:** 5. is ready to think and act in a manner taking into account the social environment and problems of employees.
Assessement methods:	evaluation of the presentation during the class (effects: 1, 2, 3), evaluation of the work done as part of the student's own work (effects: 2, 3, 4, 5), assessment of the project work (effects: 2, 3, 5), assessment of activities during classes (effects: 1, 2, 3, 5), test (writing or computer aided) (effects: 1, 2)		
Formal documentation of the learning outcome:	tests, exams evaluation forms (in that on attendance list), individual student's projects		
Elements of the final grade and their weights:	evaluation of the presentation during the class - 10%, evaluation of the work done as part of the student's own work - 40%, assessment of the project work - 20%, assessment of activities during classes - 10%, test (writing or computer aided) - 20%		
Place of teaching:	seminar room		

Teaching materials (obligatory and additional):

1. Banfield P., Kay R., 2008, Introduction to human resource management. Oxford University Press, Oxford.
2. Gatewood R.D., Feild H., Barrick M., 2008, Human resource selection. Thomson/South-Western, Mason.
3. Mello J.A., 2011, Strategic management of human resources. Thomson/South-Western, Mason.
4. Armstrong M., Taylor S., 2014, Armstrong's Handbook of Human Resource Management Practice. Kogan Page, London.
5. Pocztowski A., 2018, Zarządzanie zasobami ludzkimi, PWN, Warszawa.
6. Kopycińska D. (red.), 2006, Kapitał ludzki w gospodarce opartej na wiedzy. US, Szczecin.
7. Król H., Ludwiczyński A., 2019, Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego organizacji. PWN, Warszawa.|lw

Remarks:
lw

Quantitative indicators describing the module:	
Estimated total number of student work hours (contact and own work) necessary to achieve the learning outcomes assumed for the module - on this basis, complete the ECTS field:	**88/0**
The total number of ECTS points which the student receives in module requiring direct participation of academic teachers or other persons:	**1.6/0 ECTS**

Table of compliance of the directional learning outcomes with the effects of the module

Outcome category	Learning outcomes for module:	Reference to effects for the study program for the direction of study	The impact of classes on the directional effect*)
Knowledge	1. knows and understands the idea of human capital and its significance for the economy;	EK2_KW02	2
	2. knows and understands growing role of the human capital in modern life;	EK2_KW04	3
Skills	3. is able to search for information and solve problems concerning human aspects in enterprises;	EK2_KU01	3
	4. is able to work in a team, fulfilling various functions depending on the tasks;	EK2_KU05	2
Competences	5. is ready to think and act in a manner taking into account the social environment and problems of employees.	EK2_KK02	2

*) 3 - advanced and detailed, 2 - significant, 1 - basic