



**Field of study:**

**Management**

**Subject: Human in the Contemporary Organization**

Level of study: undergraduate studies

System of study: Full-time

Profile of studies: general academic

Subject: Human in the Contemporary Organization

### Form of classes and the ECTS points

|           | Number of hours | ECTS points | Credit           |
|-----------|-----------------|-------------|------------------|
| lectures  | 30              |             | exam             |
| exercises | 30              |             | credit with mark |
| Total     | 60              | 7           |                  |

### Aims of teaching

Acquaint students in an orderly in an manner with advanced knowledge in the field of HRM pointing to its evolutions in both theory and practice .

To provide students with conditions for critical reflection on the social, economic, politycal and ethical conditions for developing HRM in the national, international and global dimensions.

## Intended learning outcomes

| KNOWLEDGE          |                                                                                                                                                                                                                                                                                               |                                  |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| SYMBOL             | DESCRIPTION                                                                                                                                                                                                                                                                                   | REFERENCE TO THE PROFILE OUTCOME |
| P_W1               | Has advanced knowledge of key theories, phenomena, processes, regularity and mechanisms and the social effects of modern management. He knows at an advanced level the functions of the enterprise and other institutions, their mutual relations and role in the process of achieving goals. | Zarz_WG03_Lic<br>Zarz_WG12_Lic   |
| SKILLS             |                                                                                                                                                                                                                                                                                               |                                  |
| SYMBOL             | DESCRIPTION                                                                                                                                                                                                                                                                                   | REFERENCE TO THE PROFILE OUTCOME |
| P_U1               | Is able to identify and interpret basic social phenomena and processes using the knowledge of entrepreneurship, with particular emphasis on creating entrepreneurial attitudes and taking on challenges related to the development of entrepreneurship.                                       | Zarz_UW03_Lic                    |
| SOCIAL COMPETENCES |                                                                                                                                                                                                                                                                                               |                                  |
| SYMBOL             | DESCRIPTION                                                                                                                                                                                                                                                                                   | REFERENCE TO THE PROFILE OUTCOME |
| P_K1               | He is ready to think and act in an entrepreneurial way, he reviews the consequences of undertaking entrepreneurial activities.                                                                                                                                                                | Zarz_KO03_Lic                    |

## Course content

| NUMBER | DESCRIPTION                                                                                                                                                                                                                                                                 | FORM OF CLASSES       | NUMBER OF HOURS |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|
| 1      | Strategic Human Resources Management (SHRM). Definitions of SHRM. Understanding the business context. Approaches to the strategy-making process. The rise of SHRM. The impact of SHRM on the roles of HR professionals. Concluding comments. Case study: Jaguar Land Rover. | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 2      | An introduction to human resource management. Definitions, origins and models of HRM. HRM and organisational performance in practice. The impact of HRM on the roles of HR professionals. Concluding comments. Case study: Amazon unpacked.                                 | lectures<br>exercises | 3 / 6<br>3 / 6  |

| NUMBER | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | FORM OF CLASSES       | NUMBER OF HOURS |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|
| 3      | Methods and techniques of recruitment Staff. Basic strategies of personnel. Characteristics of internal recruitment and external segment. Evaluation of the effectiveness of the recruitment in relations to the strengths and weaknesses of the candidates and their professional suitability. Procedure interview. case study: Recruitment and retention of workers in childcare                                                                                                                                                                         | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 4      | Development of Human Resources as a subject of management research. History of globalisation. Organisations and their typologies. Manager research in multinational and global economy. Globalisation in HRM. Multinationals organisations as a research area (terminology - transnationals corporations; economical significance; research question. Functions of HRM.                                                                                                                                                                                    | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 5      | International HRM. Staffing for multinationals. Introductory case study: Labour unrest at Maruti Suzuki. The international strategic context. Configuration of the international HRM function. Knowledge and the transfer of HR policy and practice in international organisations. Country effects. Case study: HRM at ITco. Reference and further reading.                                                                                                                                                                                               | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 6      | Compensations and benefits of HRM in organizations. Definitions of compensations and benefits. Objectives compensations management in organisation. Basic determinants of effective compensation. Total reward definition and model M. Armstrong, Towers Perrin and World and Work. Types of compensation. factors affecting compensation. Compensation management - 4 types of how to calculate the payment.                                                                                                                                              | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 7      | Learning and development. Organisations based on knowledge and development. Ways of generating knowledge in organisations. Contemporary challenges for organisations in the learning management organisation. External and internal changes and their influence on organisations. Main factors determining personnel engagement. Learning and development : the national perspective. Case study: Learning and development at First Group. Reference and further reading.                                                                                  | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 8      | Leadership and management development. Case study: Leadership research reveals managers "Struggle with basic skills". Defining Leadership and management development (LMD) The purpose of LMD. Developing an LMD strategy. LMD in different contexts or for different needs. The future for LMD: the need for new thinking and new practices. Case study: Telecom's leadership development initiative.                                                                                                                                                     | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 9      | Comparative HRM and responses to global crises. Case study: Kodak files for bankruptcy. International and comparative HRM: the field of scholarship. HRM in a global, multinational and comparative context. The American business system and HRM: varieties of HRM. The Japanese employment system: firm-level welfare corporatism and corporate paternalism?. Germany: employment regulation under systematic social partnership?. Financialisation, financial capitalism. the financial crisis and corporate HRM. Case study: Mercedes Benz in Alabama. | lectures<br>exercises | 3 / 6<br>3 / 6  |
| 10     | Employment relations in emerging economies: China and India. Case study: The miracle of Indian IT and software industry. Comparative capitalism in Asia. China: state-led specific capitalist model. China and India: a comparative assessment. Case study: A study of manufacturing MNCs in India.                                                                                                                                                                                                                                                        | lectures<br>exercises | 3 / 6<br>3 / 6  |

## Conditions of completion

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### LECTURES

| TYPE OF CREDIT                | CREDIT INFLUENCE (IN %) |
|-------------------------------|-------------------------|
| Exam (for the lecturers only) | 40                      |
| Class work                    | 10                      |
| Project                       | 10                      |
| Final project                 | 20                      |
| Exercises final credit        | 20                      |

### EXERCISES

| TYPE OF CREDIT | CREDIT INFLUENCE (IN %) |
|----------------|-------------------------|
|----------------|-------------------------|

Lack of definite importance.

## Teaching methods

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- Analysis of practical case studies
- analysis of research articles
- brainstorming
- Discussion

## Reading (compulsory)

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- J. Beardwell, A. Thompson. Human Resource Management a contemporary approach 7 edition Printed in Edinburgh 2014
- D. Mosley jr. D. Mosley Sr. P. Pieteri. Supervisory management. The art of inspiring, empowering and developing people, 8 edition 2008

## Reading (additional)

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- W. Chojnacki, A. Balasiewicz,. A man in modern organisation. Selected problems of professional and personal counseling 2006
- W. Chojnacki, R. Kazimierowicz. Professional culture of managers of structural companies. Theory,

research, practice, 2019

- A.W. Herzing, A.H. Pinnington,. International Human Resource Management, Sage Publication 4 2015

## Odniesienie efektów przedmiotowych do efektów kierunkowych, treści kształcenia, metod weryfikacji

| SYMBOL                    | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
|---------------------------|-----------------------------------------------------|----------------------------------------------------|----------------------------------------------------------|
| <b>KNOWLEDGE</b>          |                                                     |                                                    |                                                          |
| P_W1                      | Zarz_WG03_Lic<br>Zarz_WG12_Lic                      | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10    |                                                          |
| SYMBOL                    | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
| <b>SKILLS</b>             |                                                     |                                                    |                                                          |
| P_U1                      | Zarz_UW03_Lic                                       | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10    |                                                          |
| SYMBOL                    | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
| <b>SOCIAL COMPETENCES</b> |                                                     |                                                    |                                                          |
| P_K1                      | Zarz_KO03_Lic                                       | 1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10    |                                                          |