



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 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 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 exercises	3 / 6 3 / 6

Conditions of completion

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 %)
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Lack of definite importance.

Teaching methods

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

Reading (compulsory)

- 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)

- 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
KNOWLEDGE			
P_W1	Zarz_WG03_Lic Zarz_WG12_Lic	1 2 3 4 5 6 7 8 9 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
SKILLS			
P_U1	Zarz_UW03_Lic	1 2 3 4 5 6 7 8 9 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
SOCIAL COMPETENCES			
P_K1	Zarz_KO03_Lic	1 2 3 4 5 6 7 8 9 10	