

**Subject card**

<b>Subject name and code</b>	Human Resource Management on Global Market, PG_00119449						
<b>Field of study</b>	International Economic Relations						
<b>Date of commencement of studies</b>	October 2024	<b>Academic year of realisation of subject</b>	2025/2026				
<b>Education level</b>	postgraduate studies	<b>Subject group</b>	Obligatory subject group in the field of study				
<b>Mode of study</b>	part-time studies	<b>Mode of delivery</b>	at the university				
<b>Year of study</b>	2	<b>Language of instruction</b>	Polish none				
<b>Semester of study</b>	4	<b>ECTS credits</b>	2.0				
<b>Learning profile</b>	academic	<b>Assessment form</b>					
<b>Conducting unit</b>	Katedra Zrównoważonych Procesów Rynkowych -> Faculty of Economics						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>	dr Katarzyna Bałandynowicz-Panfil					
	<b>Teachers</b>	dr Katarzyna Bałandynowicz-Panfil					
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	0.0	8.0	0.0	0.0	0.0	8
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	8		0.0		0.0	8
<b>Subject objectives</b>	The aim of the course is to enrich students with knowledge of human resources management in an global market. After completing the course, students will be able to move freely in the field of employment in international and global enterprises.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[MSGMU2_W14] has an in-depth knowledge of the human being as an individual making economic decisions, acting in social structures and organisational units, in particular in enterprises operating on the international market	The student has in-depth knowledge of man as an entity making economic and social decisions, operating in organizations in a global environment, operating in social structures and organizational units, as well as constituting the basis for the functioning of enterprises at global market.	[SW1] oral statement/ conversation/discussion [SW5] implementation of a problem task
	[MSGMU2_U09] can innovatively solve problems in the field of international economic relations and the functioning of economic entities on the international market, adapting existing or developing new methods and tools	The student is able to innovatively solve problem tasks in the field of personnel strategies of enterprises operating on global markets.	[SU5] implementation of a problem task
	[MSGMU2_W07] has an in-depth knowledge of selected (legal, organisational, ethical) rules and norms conditioning the functioning of economic structures and institutions on the international market; understands the regularities governing them, changes occurring in them and their sources, and their impact on the functioning of economic entities	The student has in-depth knowledge of the norms of operation of enterprises on the global market. Has knowledge of factors influencing changes in HR strategies of global enterprises.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
[MSGMU2_K07] is ready to observe and develop the principles of professional ethics and corporate social responsibility, takes into account changing social needs, respects the diversity of opinions and cultures, and is professional and loyal towards the employer	The student is ready to follow and develop the principles of corporate social responsibility, takes into account the changing social needs in different countries, and respects the diversity of cultures in global business	[SK1] oral statement/conversation/ discussion	
Subject contents	<p>1. The essence of human resources management (definitions, functions, schools, evolution, role in the enterprise) 2. contemporary trends in human resources management (social, demographic, economic and technical changes in the labor market and trends in personnel management) 3. Specificity of human resources management on global markets (specific problems, model approaches according to types of management orientation) 4. Recruitment and acquisition of employees on the global market 5. Expatriates as a category of employees (recruitment, motivating, remuneration, training and motivating) 6. Human resources management models, including building employee teams on the global market 7. The importance of cultural conditions (management of employees in and from different cultures, culture shock)</p>		
Prerequisites and co-requisites	Basic knowledge of human resources management from a national perspective and the process and determinants of enterprise globalization.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	exam (test)	51.0%	100.0%
Recommended reading	Basic literature	<ul style="list-style-type: none"> <li>- SCHROEDER Jerzy : <i>Międzynarodowe zarządzanie zasobami ludzkimi</i>. Poznań 2010. Wyd. UE.</li> <li>- BIAŁAS Sylwia : <i>Zarządzanie zasobami ludzkimi w otoczeniu międzynarodowym</i>. Warszawa 2013. PWN.</li> </ul>	
	Supplementary literature	<ul style="list-style-type: none"> <li>- POCZTOWSKI Aleksy : <i>Zarządzanie misjami zagranicznymi. Organizacyjne i indywidualne aspekty pracy expatriantów</i>. Warszawa 2012. Wolters Kluwer.</li> <li>- BAŁANDYNOWICZ-PANFIL Katarzyna : <i>The age management strategy - is it possible in Poland?, [in:] Best agers activities in the Baltic Searegion</i>. Gdańsk 2011. Gdańsk University of Technology.</li> </ul>	
	eResources addresses	Adresy na platformie eNauczanie:	

Example issues/ example questions/ tasks being completed	The impact of culture on the personnel strategies of international enterprises on global market.  The role of an expert in global enterprise operations.
Work placement	Not applicable

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