

**Subject card**

<b>Subject name and code</b>	HRM in Arts Institutions, PG_00146227						
<b>Field of study</b>	Management and Communications in Performing Arts						
<b>Date of commencement of studies</b>	October 2024	<b>Academic year of realisation of subject</b>			2025/2026		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	2	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	3	<b>ECTS credits</b>			3.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			exam		
<b>Conducting unit</b>	Division of Drama, Theatre and Performance -> Institute of Polish Philology -> Faculty of Languages -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr hab. Tomasz Kawka				
	<b>Teachers</b>		dr hab. Tomasz Kawka				
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	15.0	0.0	0.0	0.0	0.0	15
	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>	15		1.0		59.0	75
<b>Subject objectives</b>	Obtaining knowledge and the ability to use it in the field of modern trends in the personnel function in the context of the phenomenon of investment in the development of the organization in the scope of processes affecting human capital. Learning about the contemporary conditions for building teams and organizational structures of a cultural institution (performing arts) that influence making personnel decisions and learning about the factors that trigger work efficiency through HR methods						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZKWSSMU2_U06] Is able to correctly interpret the socio-economic phenomena of the organization, current events in economic policy and economics, as well as independently plan and implement lifelong learning and guide others in the management of the organization.	Is able to correctly interpret the socio-economic phenomena of the organization and plan activities related to the process of planning, organizing and motivating people in the work environment	[SU4] test/exam - oral or written
	[ZKWSSMU2_U07] Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice, manage the work of a team and properly cooperate with other people as part of team work and take a leading role in teams.	Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice and manage the work of a team as a future HR specialist or HRM manager	[SU4] test/exam - oral or written
	[ZKWSSMU2_K08] Is aware of supplementing and expanding the acquired knowledge and skills, tries to interdisciplinarily combine knowledge from various fields and disciplines of science, and is aware of a critical assessment of the acquired knowledge and received content.	Is aware of supplementing and expanding acquired knowledge and skills regarding processes, programs and methods of modern HRM	[SK4] test/exam - oral or written
	[ZKWSSMU2_W12] Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management sciences, and understands their relations with other social sciences, including theoretical foundations, structured and theoretically based knowledge covering key issues and selected issues in the field of entrepreneurship.	Has in-depth knowledge of the connections between management and quality sciences with aspects of organizational psychology and sociology in the field of personnel decisions	[SW2] presentation/project/paper/report
	[ZKWSSMU2_W02] Has in-depth knowledge of the connections between management and quality sciences with various areas of the humanities and is aware of the problems and research opportunities arising from the connection of these areas. Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relationship with other social sciences.	Has in-depth knowledge of the connections between management and quality sciences with aspects of organizational psychology and sociology in the field of personnel decisions	[SW2] presentation/project/paper/report
[ZKWSSMU2_K06] Is ready to work in groups, co-create them or manage them. Is aware of adapting his behavior to the role he plays in the team.	Is ready to work in groups, co-create them or manage them in the context of the competences of the organization's personnel manager.	[SK4] test/exam - oral or written	
Subject contents	<ol style="list-style-type: none"> <li>1. The essence of human capital management</li> <li>2. Management of employee competencies, the essence of competencies and identification, competency models, profiling of employee competencies.</li> <li>3. Areas of the personnel function in the context of competence management; area of selection, development, assessment and remuneration of employees based on competences.</li> <li>4. Modern trends in the personnel function: employee engagement management, knowledge management - knowledge workers, concepts of the Turquoise Organization</li> <li>5. Corporate social responsibility,</li> <li>6. Premises for the personnel function resulting from the presence of the youngest generation of employees on the labor market.</li> <li>7. Diversity management</li> <li>8. Basics of exerting social influence</li> <li>9. Outplacement as a modern form of investment in human capital</li> <li>10. Employer branding as a form of acquiring human capital</li> </ol>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Activity and attendance at classes	80.0%	20.0%
	Knowledge Test	51.0%	80.0%

Recommended reading	Basic literature	<ul style="list-style-type: none"> <li>Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019</li> <li>Pocztowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018</li> <li>Armstrong M., Zarządzanie zasobami Ludzkimi, Wolters Kluwer Polska, Warszawa 2016</li> </ul>
	Supplementary literature	<ul style="list-style-type: none"> <li>Jamka B., HR na zakręcie. Zarządzanie przez pomiar czy aktywacja kreatywności? Wolters Kluwer Polska, Warszawa 2019</li> <li>Michalczyk R., Pszczołkowski P. Analityka i wskaźniki efektywności procesów HR, Wolters Kluwer Polska, Warszawa 2020</li> <li>Wybrane zagadnienia zarządzania kompetencjami pracowników, red. M. Tyrańska, CH Beck warszawa 2021</li> </ul>
	eResources addresses	
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. What features distinguish a person as an organizational value</li> <li>2. What is the strategic approach to human capital in the organization</li> <li>3. What are the advantages and disadvantages of internal and external selection in an organization</li> <li>4. Can motivation and motivating be based only on material tools?</li> </ol>	
Work placement	Not applicable	

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