University of Gdańsk

Subject card

Subject name and code	Employee Development, PG_00155537		
Field of study	Management		
Date of commencement of studies	October 2024	Academic year of realisation of subject	2024/2025
Education level	Master's studies	Subject group	Obligatory subject group in the field of study Subject group related to scientific research in the field of study
Mode of study	full-time studies	Mode of delivery	at the university
Year of study	1	Language of instruction	Polish
Semester of study	2	ECTS credits	3.0
Learning profile	academic	Assessment form	credit
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Department of Organisation and Management -> Faculty of Management -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Tomasz Kawka	
	Teachers	dr Marek Kalinowski	

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	E-learning hours included: 0.0						

Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours	Self-study	SUM
	Number of study hours	45	6.0	24.0	75

Subject objectives	The aim of the course is to familiarize students with current knowledge in the field of professional development of employees, present solutions used in organizations in the field of: career planning, training management and talent management, and critically evaluate the solutions used by organizations.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[ZARZMU2_W14] The student has a structured, expanded detailed knowledge of the selected specialty in the field of management.	Has structured, extensive detailed knowledge in the field of improvement, development, training and programs supporting HR decisions that increase employee potential	[SW4] test/exam - oral or written
[ZARZMU2_K06] The student is ready to work in, contribute to or manage groups. Takes the initiative when working in a group. The student can lead and supervise a team.	Is ready to work in groups, co-create them or manage them by designing various models of employee development, and by taking part in workshops to discover one's own professional potential	[SK8] observation of student's independent or team work
[ZARZMU2_K08] The student understands the need to behave ethically, sustainably, and socially responsibly in professional life. The student can initiate actions for the public interest.	Understanding the needs and goals of employee professional development increases awareness and understanding of the need to behave in an ethical, sustainable and socially responsible manner in professional life.	[SK2] presentation/project/paper/ report
[ZARZMU2_U05] The student can correctly select and apply advanced, complex methods and tools used in management and quality studies.	Is able to correctly select and apply advanced, complex methods and tools used in HR in the design of employee development systems	[SU6] demonstration of practical skills
[ZARZMU2_U07] The student can search for detailed information to make rational and complex decisions of an operational and strategic nature in enterprises.	Is able to find detailed information in the process of making rational and complex decisions in the field of employee development against the background of the HRM model	[SU2] presentation/project/paper/ report
[ZARZMU2_W11] The student knows and understands in an in-depth manner the principles of obtaining and using various types of resources in the implementation of the development objectives of the enterprise.	Knows and understands in depth the principles of acquiring and using various types of resources in achieving the development goals of employee potential	[SW4] test/exam - oral or written
[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	Is ready to discuss and present his/her own position on the possibilities of developing his/her own professional potential	[SK1] oral statement/conversation/ discussion

Subject contents

1. The essence of the employee development concept - reasons for the popularization of the human resources management concept, components of employee development
2. HR tasks in the employee development process
3. Development of competencies - training management
4. Employee training and development - the concept, organizational requirements for conducting training
5. Employee training methods
6. Models for assessing the effectiveness of training
7. Problems and errors disrupting training projects, conditions for the effectiveness of training programs.
8. Career management
9. Planning employee careers in the organizational and individual dimension
10. Phases of a professional career
11. Tools used during employee career planning

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Presentation	100.0%	25.0%
The test	51.0%	75.0%

Recommended reading

Basic literature

1. Matthews J.J., Megginson D., Surtees M., *Rozwój zasobów ludzkich*, HELION, Warszawa 2008.
2. Kossowska M. , Sołtysińska J., *Szkolenia pracowników a rozwój organizacji*. Oficyna ekonomiczna, Kraków 2002.
3. Mayo A., *Kształtowanie strategii szkoleń i rozwoju pracowników*, Oficyna ekonomiczna, Kraków 2002.
4. Miś A., *Koncepcja rozwoju kariery zawodowej w organizacji*, Wydawnictwo UE w Krakowie 2009.
5. Swanson R., Zarządzanie rozwojem zasobów ludzkich, PWN, Warszawa 2023

	Supplementary literature	1. Mitoraj-Jaroszek M., *Zarządzanie rozwojem pracowników. Kompleksowe i praktyczne ujęcie*, Onepress, Warszawa 2006. 2. Kirkpatrick D. L., *Cztery poziomy oceny efektywności szkoleń*, Wydawnictwo Studio Emka, Warszawa 2001. 3. Boydell T., Leary M., *Identyfikacja* potrzeb szkoleniowych, Oficyna Ekonomiczna, Kraków 2001. 4. Bramley P., Ocena efektywności szkoleń, Oficyna Ekonomiczna, Dom Wydawniczy ABC, Kraków 2001
	eResources addresses	
Example issues/ example questions/ tasks being completed	• What are HR tasks in the employee development process? • What types of forms and methods of employee training and development can be implemented depending on employee groups? • Training effectiveness assessment models, • Professional career phases and methods of applying appropriate tools in these phases, • Tools used when planning employee careers	
Work placement	Not applicable	

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