

Subject card

Subject name and code	Global Trends in HRM, PG_00155800						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2026/2027		
Education level	undergraduate studies		Subject group		Optional subject group Subject group related to scientific research in the field of study		
Mode of study	part-time studies		Mode of delivery		at the university		
Year of study	3		Language of instruction		Polish		
Semester of study	6		ECTS credits		8.0		
Learning profile	academic		Assessment form				
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Katedra Organizacji i Zarządzania -> Faculty of Management						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	20.0	20.0	12.0	0.0	0.0	52
	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	52		49.0		99.0	200
Subject objectives	Preparing students for a global understanding of changes in HR, and changes in systemic and situational thinking within the approach to management in the modern organization of the new economy in the context of the conditions of virtualization processes, networking and internationalization of management. Understanding the essence and significance of the work performed in the context of contemporary and global determinants of the social work environment, the psychological environment of work processes, or a modern approach to the physical work environment, with particular emphasis on technological changes and the impact of artificial intelligence on HR decisions.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZL3_W09] The student has a structured knowledge of the types of organizational structures, their evolution from a historical perspective and the determinants of their design.	Has structured knowledge of the types of modern virtual and network organizational structures of global organizations	[SW4] test/exam - oral or written
	[ZARZL3_W11] The student knows and understands the principles of obtaining and using different types of resources in achieving the development goals of the enterprise.	Knows and understands the principles of functioning of the global labor market and the conditions of negative phenomena of internationalization of management	[SW4] test/exam - oral or written
	[ZARZL3_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily.	Is aware of the need to supplement and expand the acquired knowledge regarding contemporary trends and changes in the personnel function on the scale of changes in the internationalization of business	[SK2] presentation/project/paper/report
	[ZARZL3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Is able to determine and evaluate the advantages and disadvantages of the impact of globalization on human resources management.	[SU1] oral statement/conversation/discussion
	[ZARZL3_U05] The student can correctly select and apply advanced methods and tools used in management and quality sciences.	Is able to correctly select and apply advanced methods and tools for human capital management	[SU1] oral statement/conversation/discussion
	[ZARZL3_K03] The student knows the need to identify important problems, including economic and social issues, and plan ways to solve them.	Is aware of the need to identify important problems of changes in global HR conditions in the context of technological and social changes	[SK1] oral statement/conversation/discussion
	[ZARZL3_W04] The student has advanced knowledge of the environment of the enterprise, its factors and changes occurring in this area, as well as the relationship, significance and impact of the environment and stakeholders on the functioning of the enterprise. Knows advanced methods of diagnosing macro- and micro-environment.	Has advanced knowledge of the global business environment and the impact of cultural differences on HR decision-making	[SW4] test/exam - oral or written

Subject contents	1. Contemporary concept and understanding of work, its evolution against the background of changes in the new economy 2. The concept and role of the precariat, what forms of contemporary relations in the work environment 3. The role of contemporary ergonomics in managing the work environment - the idea of Activity Based Workplace (ABW) Designing the work space (Hot Desking) 4. Organizational pathologies: Stress in the workplace, burnout, mobbing in the workplace 5. The Turquoise Organization 6. The remote work model 7. Managing employee experiences 8. Online training/ Upskilling/ Reskilling 9. Building mental resilience 10. HR cloud management 11. AI in HR 12. Virtual onboarding		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Ggroup presentation	100.0%	25.0%
	The test	51.0%	75.0%
Recommended reading	Basic literature	E. Parry, E. Stavrou, M. Lazarova, Global Trends in Human Resource Management, Springer, 2013 - Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019 - Mańkowska B., Superwizja. Jak chronić się przed wypaleniem zawodowym i utratą zdrowia, Wolters Kluwer Polska, Warszawa 2020 - Marciniak J., Mobbing, dyskryminacja, molestowanie - przeciwdziałanie w praktyce, Wolters Kluwer Polska, Warszawa 2020 - Turska E., Praca i kariera na globalnym rynku. Wyzwania i zagrożenia, Wolters Kluwer Polska, Warszawa 2020 M. Gojtowska, Onboarding pracowników. Aby początek nie był końcem, OLX Praca, 2023	
	Supplementary literature	- Litzke S.M., Schuh H., Stres, mobbing i wypalenie zawodowe, GWP, Gdańsk, 2007 - Guy Standing, Perkariat. Nowa niebezpieczna klasa, WN PWN, Warszawa, 2014 - Śledziwska K. Włoch R., Gospodarka cyfrowa, Wyd. UW, Warszawa, 2020 - Laluox C., Pracować inaczej, Studio Emka, Warszawa 2015 - McAfee, A. Firma 2.0 sukces dzięki nowym narzędziom internetowym, Oficyna a Wolters Kluwer business, Warszawa 2011	
	eResources addresses	Adresy na platformie eNauczanie:	

Example issues/ example questions/ tasks being completed	1. What are the advantages and disadvantages of management globalization 2. What is the concept of the new economy and how does it relate to the HRM model 3. What are the methods of introducing work within cloud management 4. Opportunities and threats of AI in HRM
Work placement	Not applicable

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