

Subject card

Subject name and code	Development Planning and Talent Management, PG_00156009						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2025/2026		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study		
Mode of study	part-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	3		ECTS credits		4.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Joanna Litwin				
	Teachers		dr Marek Kalinowski				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	14.0	14.0	0.0	0.0	0.0	28
	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	28		23.0		49.0	100
Subject objectives	To provide knowledge that enables students to understand the links and assumptions that exist between the elements of an employee development system and to develop the skills to design systems: training, careers and talent management taking into account the company's strategic objectives, cultural considerations and employee needs.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[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.	He is familiar with the performance methodologies, standards, procedures and good practices used for talent planning and management in the organisation. . Has detailed knowledge of the role of all actors involved in the process and sources of resources for organisational tasks.	[SW4] test/exam - oral or written
	[ZARZMU2_W06] The student has an in-depth knowledge of the impact of business on the environment and society, as well as the ethical challenges accompanying it.	Has a detailed knowledge of the role of all actors of people management (in particular those responsible for staff competence) on the development of the organisation and the impact of their decisions on the company's environment, among others: economic, social, legal.	[SW4] test/exam - oral or written [SW5] implementation of a problem task
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Knows how to find an appropriate strategy to follow when creating dedicated solutions and making decisions for talent development planning and management in the organisation.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task [SU8] observation of student's independent or team work
	[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.	Knows and understands in a thorough manner the principles of discussion and justification of his/her position taking into account the needs of the various actors involved in the process of management of people in the organisation, in particular those responsible for their level of competence.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
Subject contents	1. The importance of the concept of employee development - reasons for the spread of the concept of human resource management, components of employee development. 2. HR tasks in the employee development process. 3. Competence development - training management. 4. Training and improvement of employees - concept, organisational requirements for conducting mandatory and optional training, identification of training needs. 5. Methods of employee training. 6. Training effectiveness evaluation models 7. Problems and errors that disrupt training ventures, conditions for effective training programmes. 8. Career management - organisational and individual employee career planning. 9. Career phases. 10. Tools used in employee career planning 11. Talent management, methods, techniques and conditions.		
Prerequisites and co-requisites	Knowledge of the basics of management and the basic functions of human resource management.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Exam (descriptive questions)	51.0%	50.0%
	Team project - completion of work in student groups (quality content, compliance with state of the art, timeliness)	90.0%	50.0%
Recommended reading	Basic literature	1. Poczowski A., Zarządzanie talentami w organizacji, Wolters Kluwer, Kraków 2008. 2. Zarządzanie szkoleniami. Jak skutecznie realizować politykę szkoleniową w firmie, Wolters Kluwer Polska, Kraków 2016. 3. Mayo A., Kształtowanie strategii szkoleń i rozwoju pracowników, Oficyna Ekonomiczna, Kraków 2002. 4. Matthews J.J., Megginson D., Surtees M., Rozwój zasobów ludzkich, HELION, Warszawa 2008. 5. Miś A., Koncepcja rozwoju kariery zawodowej w organizacji, Wydawnictwo UE w Krakowie 2009. 6. Zarządzanie zasobami ludzkimi, pod red. W. Golnau, CedeWu, Warszawa 2012.	
	Supplementary literature	1. Głowacka-Stewart K., Zarządzanie talentami. Wyzwania, trendy, przykłady rozwiązań, Warszawa 2006. 2. Kopeć J., Zarządzanie talentami w przedsiębiorstwie, Wyd. Uniwersytetu Ekonomicznego w Krakowie, Kraków 2012. 3. Rozwój pracowników, A. Szałkowski (red.), Poltext, Warszawa 2002.	
	eResources addresses		

Example issues/ example questions/ tasks being completed	1. Introduce sources that can be used to identify training needs. 2. Prepare a training needs survey sheet (case study). 3. Design a variant career path for an identified employee.
Work placement	Not applicable

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