

Subject card

Subject name and code	Personnel Development, PG_00156024						
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	part-time studies		Mode of delivery		at the university		
Year of study	1		Language of instruction		Polish		
Semester of study	2		ECTS credits		1.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Zakład Systemów Zarządzania -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Agata Borowska-Pietrzak				
	Teachers		dr Marek Rutka				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	12.0	0.0	0.0	0.0	0.0	12
	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	12		2.0		11.0	25
Subject objectives	Transferring knowledge on employee professional development Presenting solutions used in organizations in the field of career planning, training management and talent management. Advantages and disadvantages of solutions in the field of employee professional development.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_W07] The student has an expanded knowledge of the evolution of views on the role of the enterprise in society and the place of man in the organization, his role in social, economic and administrative activities.	Is able to place the importance of employee development and training in the context of the evolution of the HR function.	[SW2] 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 use HR tools related to employee development	[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.	Understands what an employee development strategy is in the context of enterprise development	[SW2] presentation/project/paper/report
	[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 able to design tools for measuring the effectiveness of employee training.	[SK2] presentation/project/paper/report
Subject contents	1. The essence and goals of employee development 2. Factors of employee development strategies 3. HR tasks in the employee development process 4. HR programs supporting employee development 5. Competence development - training management 6. Career management 7. Talent management		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Presentation	100.0%	20.0%
	Test	51.0%	80.0%
Recommended reading	Basic literature	1. M. Kossowska, J. Sołtysińska Szkolenia pracowników a rozwój organizacji. Oficyna ekonomiczna, Kraków 2002 r. 2. Matthews J.J., Megginson D., Surtees M., Rozwój zasobów ludzkich, Wydawnictwo HELION, Gliwice 2008. 3. Mayo A., Kształtowanie strategii szkoleń i rozwoju pracowników, Oficyna ekonomiczna, Kraków 2002. 4. Alicja Miś, koncepcja rozwoju kariery zawodowej w organizacji. Wydawnictwo uniwersytetu ekonomicznego w Krakowie 2009	
	Supplementary literature	1. R. Swanson, Zarządzanie rozwojem zasobów ludzkich, PWN, Warszawa, 2023 2. T.Listwan, Ł. Sułkowski, Metody i techniki zarządzania zasobami ludzkimi, Diffin 2016	
	eResources addresses		
	Example issues/ example questions/ tasks being completed	1. Types of training 2. How can training effectiveness be measured? 3. What is the difference between development and improvement?	
Work placement	Not applicable		

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