

## Subject card

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|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------|------------|-----|
| Subject name and code                       | Global Trends in HRM, PG_00156105                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                          |                                         |                                     |                                                                                              |            |     |
| Field of study                              | Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                          |                                         |                                     |                                                                                              |            |     |
| Date of commencement of studies             | October 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                          | Academic year of realisation of subject |                                     | 2026/2027                                                                                    |            |     |
| Education level                             | Bachelor's studies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                          | Subject group                           |                                     | Optional subject group<br>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                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                          | Language of instruction                 |                                     | Polish                                                                                       |            |     |
| Semester of study                           | 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                          | ECTS credits                            |                                     | 7.0                                                                                          |            |     |
| 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 hab. Tomasz Kawka                    |                                     |                                                                                              |            |     |
|                                             | Teachers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                          |                                         |                                     |                                                                                              |            |     |
| Lesson types                                | Lesson type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                                                                      | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 30.0                                                     | 30.0                                    | 15.0                                | 0.0                                                                                          | 0.0        | 75  |
|                                             | 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 75                                                       |                                         | 14.0                                |                                                                                              | 86.0       | 175 |
| 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.<br>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_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                  |
|                   | [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.                                                                         | [SU7] entries and opinions in the internship diary |
|                   | [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                                            | [SW1] 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_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_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                                                                | [SK2] presentation/project/paper/report            |
|                   | [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 | [SK1] oral statement/conversation/discussion       |

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

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

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