

Subject card

Subject name and code	Human Resources Management, PG_00156135						
Field of study	Sport Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2024/2025		
Education level	Bachelor'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		5.0		
Learning profile	academic		Assessment form				
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 Agata Borowska-Pietrzak				
			dr hab. Tomasz Kawka				
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		19.0		61.0	125
Subject objectives	Obtaining knowledge and skills to use it in the field of modern trends in the personnel function in the context of the phenomenon of investment in the development of the organization in the field of processes affecting human capital. Learning about the contemporary conditions of building teams and the organizational structures of sports clubs and organizations that affect the making of personnel decisions and learning about the factors that trigger work efficiency through HR methods. Showing the relationship between work efficiency in the field of personnel decisions and sports and business success.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Is able on the background of knowledge correctly interpret the socio-economic phenomena of the organization and plan activities related to the process of planning, organizing and motivating people in the work environment Knows and understands the functions of management and the role of management staff in their implementation in the field of HR and contemporary labor market problems	[SU2] presentation/project/paper/report
	[ZSSML3_K06] The student is ready to work in, co-create or manage a group. The student is able to think and act in an entrepreneurial manner.	Is able to correctly interpret the socio-economic phenomena of the organization and plan activities related to the process of planning, organizing and motivating people in the work environment Knows the methodology of working in groups, co-creating them or managing them in the context of the competences of the organization's HR manager.	[SK1] oral statement/conversation/discussion
	[ZSSML3_W04] The student has advanced knowledge of the enterprise's environment, its factors and changes occurring in this area, and the relationship, importance and impact of the environment and stakeholders on the operation of the enterprise and sports club. The student knows advanced methods of diagnosing macro- and micro-environment.	Has extended knowledge in the field of social sciences with particular emphasis on HR methods and techniques supporting the development and motivation of employees in an environment of VUCA	[SW4] test/exam - oral or written
	[ZSSML3_U05] The student can correctly select and apply methods and tools used in management and quality sciences.	Knows and understands the methods and tools for implementing management functions and the methods used by management staff to achieve HR goals and solve contemporary labor market problems	[SU8] observation of student's independent or team work
	[ZSSML3_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 deepen and develop knowledge in the field of HRM, including the specificity and connections between this area and the scope of management and quality sciences, as well as aspects of organizational psychology and sociology in the field of personnel decisions	[SK4] test/exam - oral or written
	[ZSSML3_W11] The student knows and understands the principles of acquiring and using various types of resources in achieving the development objectives of the enterprise and other entities of the sports market.	Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice and manage the work of a team as a future HR specialist or HR manager	[SW2] presentation/project/paper/report
	[ZSSML3_W09] The student has a structured knowledge of the types of organizational structures, their evolution historically and the determinants of their formation.	Has structured knowledge of the types of organizational structures in the context of the HR strategy and contemporary conditions for implementing the HR function	[SW5] implementation of a problem task

Subject contents	1. Strategic dimension of personnel management: personnel management models, essence of personnel strategy, place of personnel function in various types of organizational structures, 2. Work study: concept and phases, concept and elements of job description, qualification standards and requirements profiles, principles of creating job descriptions, 3. Recruitment of employees: concept, functions, types, sources, methods, alternatives; Selection of job candidates: concept, criteria, stages, models, methods; 4. Job evaluation: concept, methods, procedure, use of results; 5. Remuneration of employees: concept, functions, criteria of differentiation, forms, components, principles of shaping basic pay, principles of shaping bonuses and awards and other components, instruments shaping remuneration; 6. Employee assessment: concept, objectives, criteria, entities assessed and assessing, frequency of assessments, methods, principles and errors of assessment, procedure of conducting periodic assessments; 7. Employee training: concept, importance of training, process stages, training needs analysis, training planning and design, training implementation, training results evaluation; 8. Career management: concept, role of the organization in planning employees' professional careers, benefits of career planning, types of professional careers, stages of career development, stages of career planning		
Prerequisites and co-requisites	None		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	presentation	51.0%	25.0%
	the test	51.0%	75.0%
Recommended reading	Basic literature	- Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019 - Pocztowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018 - Armstrong M., Zarządzanie zasobami Ludzkimi, Wolters Kluwer Polska, Warszawa 2016 - Listwan T., Zarządzanie kadrami, CH Beck, Warszawa 2010	
	Supplementary literature	- Jamka B., HR na zakręcie. Zarządzanie przez pomiar czy aktywacja kreatywności? Wolters Kluwer Polska, Warszawa 2019 - Michalczyk R., Pszczółkowski P. Analityka i wskaźniki efektywności procesów HR, Wolters Kluwer Polska, Warszawa 2020 - Wybrane zagadnienia zarządzania kompetencjami pracowników, red. M. Tyrańska, CH Beck warszawa 2021	
	eResources addresses	Adresy na platformie eNauczanie:	

Example issues/ example questions/ tasks being completed	1. What are the characteristics that distinguish a person as an organizational value? 2. What is the strategic approach to human capital in an organization? 3. What are the advantages and disadvantages of internal and external selection in an organization? 4. Can motivation and motivating be based only on material tools?
Work placement	Not applicable

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