

Subject card

Subject name and code	Human Resources Management in an International Environment, PG_00170164						
Field of study	International Economic Relations						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2026/2027		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	4		ECTS credits		3.0		
Learning profile	academic		Assessment form		credit		
Conducting unit	Department of Sustainable Market Processes -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Katarzyna Bałandynowicz-Panfil				
	Teachers		dr Katarzyna Bałandynowicz-Panfil				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	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	15		12.0		48.0	75
Subject objectives	The aim of the course is to enrich students with knowledge of human resources management in an international environment. After completing the course, students will be able to move freely in the field of employment in international enterprises.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[MSGMU2_W14] has an in-depth knowledge of the human being as an individual making economic decisions, acting in social structures and organisational units, in particular in enterprises operating on the international market	the student has an extended knowledge about man, as decision-making unit economicThe student has in-depth knowledge about man as the undertaking entity economic and social decisions, operating in organizations in international environment, operating in structures social and individuals organizational as well forming the basis functioning of enterprises	[SW1] oral statement/ conversation/discussion
	[MSGMU2_K07] is ready to observe and develop the principles of professional ethics and corporate social responsibility, takes into account changing social needs, respects the diversity of opinions and cultures, and is professional and loyal towards the employer	The student is ready to following and developing the rules social responsibility business, takes into account changing social needs arise in various ways countries and also respects diversity of cultures in business internationally	[SK1] oral statement/conversation/ discussion [SK5] implementation of a problem task
	[MSGMU2_U12] can manage teamwork, cooperate and work in a team, in particular an international one, taking a leading role in it	The student is able to manage work international team and cooperate and work in team in the environment internationally	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report [SU5] implementation of a problem task
	[MSGMU2_W10] has an in-depth knowledge of the legal, cultural and financial conditions related to business operations, in particular those of an international nature	The student has in-depth knowledge knowledge of conditions cultural and social related to driving enterprises in the environment internationally. The student deepens the knowledge during office hours.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
Subject contents	1. The essence of human resources management (definitions, functions, schools, evolution, role in the enterprise)2. contemporary trends in human resources management (social, demographic, economic and technical changes in the labor market and trends in personnel management)3. Specificity of international human resources management (specific problems, model approaches according to types of management orientation)4. Recruitment and acquisition of employees in an international environment5. Expatriates as a category of employees (recruitment, motivating, remuneration, training and motivating,6. Models of international human resources management, including building employee teams7. The importance of cultural conditions (management of employees in and from different cultures, culture shock)8. Internationalization of the enterprise and personnel management - case study		
Prerequisites and co-requisites	Basic knowledge of human resources management from a national perspective and the process and determinants of enterprise internationalization.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	activity	0.0%	25.0%
	presentation	0.0%	15.0%
	group task (case study)	0.0%	60.0%
Recommended reading	Basic literature	- SCHROEDER Jerzy : <i>Międzynarodowe zarządzanie zasobami ludzkimi</i> . Poznań 2010. Wyd. UE. - BIAŁAS Sylwia : <i>Zarządzanie zasobami ludzkimi w otoczeniu międzynarodowym</i> . Warszawa 2013. PWN.	
	Supplementary literature	- POCZTOWSKI Aleksy : <i>Zarządzanie misjami zagranicznymi. Organizacyjne i indywidualne aspekty pracy ekspatriantów</i> . Warszawa 2012. Wolters Kluwer. - BAŁANDYNOWICZ-PANFIL Katarzyna : <i>The age management strategy - is it possible in Poland?, [in:] Best agers activities in the Baltic Searegion</i> . Gdańsk 2011. Gdańsk University of Technology.	
	eResources addresses		

Example issues/ example questions/ tasks being completed	Cultural differences and differences in people management. The impact of socio-economic development on changes in personnel strategies of enterprises.
Work placement	Not applicable

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