

## Subject card

|                                             |                                                                                                                                                                                                                                                      |                                                          |                                         |                                     |                                                |            |     |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|------------------------------------------------|------------|-----|
| Subject name and code                       | Human Resource Management in International Environment, PG_00170175                                                                                                                                                                                  |                                                          |                                         |                                     |                                                |            |     |
| 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                           | 3                                                                                                                                                                                                                                                    |                                                          | ECTS credits                            |                                     | 2.0                                            |            |     |
| Learning profile                            | academic                                                                                                                                                                                                                                             |                                                          | Assessment form                         |                                     | exam                                           |            |     |
| Conducting unit                             | Department of Sustainable Market Processes -> Faculty of Economics -> Rector                                                                                                                                                                         |                                                          |                                         |                                     |                                                |            |     |
| Name and surname of lecturer (lecturers)    | Subject supervisor                                                                                                                                                                                                                                   |                                                          | dr Katarzyna Bałandynowicz-Panfil       |                                     |                                                |            |     |
|                                             | Teachers                                                                                                                                                                                                                                             |                                                          |                                         |                                     |                                                |            |     |
| Lesson types                                | Lesson type                                                                                                                                                                                                                                          | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                        | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                | 15.0                                                     | 0.0                                     | 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                                |                                                | 23.0       | 50  |
| 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. |                                                          |                                         |                                     |                                                |            |     |

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| 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 extended knowledge of man as an entity making economic decisions. The student has in-depth knowledge of man as an entity making economic and social decisions, operating in organizations in an international environment, operating in social structures and organizational units, as well as constituting the basis for the functioning of enterprises. | [SW4] test/exam - oral or written |
|                                 | [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 the work of an international team and cooperate and work in a team in an international environment                                                                                                                                                                                                                                          | [SU4] test/exam - oral or written |
|                                 | [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 of cultural and social conditions related to running businesses in an international environment; The student will receive feedback and suggestions on how to deepen his or her knowledge by participating in consultations.                                                                                                            | [SW4] test/exam - oral or written |
|                                 | [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 follow and develop the principles of corporate social responsibility, takes into account the changing social needs in different countries, and respects the diversity of cultures in international business                                                                                                                                       | [SK4] test/exam - oral or written |
| Subject contents                | <p>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)</p> <p>The case study developed during the classes will be divided into parts. During the consultation, students will receive detailed information on how to evaluate their work. There will also be time devoted to discussing students' initial ideas on the key dilemmas arising from the case study.</p> |                                                                                                                                                                                                                                                                                                                                                                           |                                   |
| 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     |
|                                 | exam (test)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 51.0%                                                                                                                                                                                                                                                                                                                                                                     | 100.0%                            |
| Recommended reading             | Basic literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | - SCHROEDER Jerzy : <i>Międzynarodowe zarządzanie zasobami ludzkimi</i> . Poznań 2010. Wyd. UE.<br>- 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 expatriantów</i> . Warszawa 2012. Wolters Kluwer.<br>- 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                           |                                   |

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| Example issues/<br>example questions/<br>tasks being completed | The impact of culture on the personnel strategies of international enterprises. The role of an expert in enterprise operations. |
| Work placement                                                 | Not applicable                                                                                                                  |

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