University of Gdańsk

Subject card

Subject name and code	Human Resources Management in an International Environment, PG_00199472						
Field of study	International Economic Relations						
Date of commencement of studies	October 2026		Academic year of realisation of subject	2027/2028			
Education level	Master's studies		Subject group	Obligatory subject group in the field of study Optional subject group 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	2		Language of instruction	Polish			
Semester of study	4		ECTS credits	5.0			
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	15.0	0.0	40.0	0.0	70
	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	70		0.0	55.0	125	
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 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. The student deepens the knowledge during office houres.	[SW4] test/exam - oral or written
[MSGMU2_W10] has a systematized 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	[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. Therefore, the student is preparing a course project.	[SU2] presentation/project/paper/ report [SU4] 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. Therefore, the student is preparing a course project.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report [SK4] test/exam - oral or written

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)

As part of the course, students complete a case study. Individual sections comprise project tasks related to international HR strategies in business. The results are discussed in class.

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%	50.0%
project	51.0%	40.0%
discussion	51.0%	10.0%

Recommended reading

Basic literature	- SCHROEDER Jerzy : *Międzynarodowe zarządzanie zasobami ludzkimi*. Poznań 2010. Wyd. UE. - BIAŁAS Sylwia : *Zarządzanie zasobami ludzkimi w otoczeniu międzynarodowym*. Warszawa 2013. PWN.
Supplementary literature	- POCZTOWSKI Aleksy : *Zarządzanie misjami zagranicznymi. Organizacyjne i indywidualne aspekty pracy ekspatriantów*. Warszawa 2012. Wolters Kluwer. - BAŁANDYNOWICZ-PANFIL Katarzna : *The age management strategy - is it possible in Poland?, [in:] Best agers activities in the Baltic Searegion*. Gdańsk 2011. Gdańsk University of Technology.
eResources addresses	

Example issues/ example questions/ 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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