University of Gdańsk

Subject card

Subject name and code	Human Resource Management in International Environment, PG_00199695						
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	4.0			
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	35.0	0.0	65
	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	65		0.0	35.0	100	
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_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
[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 in-depth knowledge of man as an individual 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. Demonstrates knowledge in developing a project assignment on international personnel management strategies.	[SW2] presentation/project/paper/ report
[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 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, which is visible in the project task and consults on its assumptions and progress with the instructor during consultations and project blocks. Project blocks are included in the class schedule, and the dates and locations of consultations are published on the University of Gdańsk website.	[SW4] test/exam - oral or written [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).

The case study developed during the classes will be implemented as a project task related to building a human resources management strategy in the face of the internationalization of the enterprise.

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
discussion	51.0%	15.0%
project	51.0%	25.0%
test	51.0%	60.0%

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	Personnel strategy of an enterprise in the early stage of internationalization.Salary as a motivation for an expatriate's work.Adaptation and standardization of personnel strategies of international enterprises.
Work placement	Not applicable

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