University of Gdańsk

Subject card

Subject name and code	Human Resource Management on Global Market, PG_00200111		
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	part-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	10.0	8.0	0.0	14.0	0.0	32

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	32	0.0	68.0	100

Subject objectives

The aim of the course is to enrich students with knowledge of human resources management in an global market. After completing the course, students will be able to move freely in the field of employment in international and global enterprises.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[MSGMU2_U09] can innovatively solve problems in the field of international economic relations and the functioning of economic entities on the international market, adapting existing or developing new methods and tools	The student is able to innovatively solve project tasks in the field of personnel strategies of enterprises operating on global markets.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
[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 global 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 entity making economic and social decisions, operating in organizations in an global environment, operating in social structures and organizational units, as well as constituting the basis for the functioning of enterprises at global market.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
[MSGMU2_W07] has a knowledge of selected (legal, organisational, ethical) rules and norms conditioning the functioning of economic structures and institutions on the international market; understands the regularities governing them, changes occurring in them and their sources, and their impact on the functioning of economic entities	The student has in-depth knowledge of the norms of operation of enterprises on the global market. Has knowledge of factors influencing changes in HR strategies of global enterprises, doubts are dispelled during consultation.	[SW4] 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 human resources management on global markets (specific problems, model approaches according to types of management orientation)4. Recruitment and acquisition of employees on the global market5. Expatriates as a category of employees (recruitment, motivating, remuneration, training and motivating,6. Human resources management models, including building employee teams on the global market7. The importance of cultural conditions (management of employees in and from different cultures, culture shock) 8. Case study - human resources management in an international enterprise.

During the course, the student develops a project on the diagnosis of the enterprise in the context of international personnel management, and discusses any concerns during consultations.

Prerequisites and co-requisites

Basic knowledge of human resources management from a national perspective and the process and determinants of enterprise globalization.

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
project	51.0%	25.0%
exam (test)	51.0%	50.0%
case study	51.0%	25.0%

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 on global market. The role of an expert in global enterprise operations.	
Work placement	Not applicable	

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