University of Gdańsk

Subject card

Subject name and code	HRM in Arts Institutions, PG_00201849						
Field of study	Management and Communications in Performing Arts						
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 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	3		ECTS credits	3.0			
Learning profile	academic		Assessment form	exam			
Conducting unit	Division of Drama, Theatre and Performance -> Institute of Polish Philology -> Faculty of Languages -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka, prof. UG				
	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		2.0	59.0	76	
Subject objectives	Obtaining knowledge and the ability to use it in the field of modern trends in the personnel function in the context of the phenomenon of investment in the development of the organization in the scope of processes affecting human capital. Learning about the contemporary conditions for building teams and organizational structures of a cultural institution (performing arts) that influence making personnel decisions and learning about the factors that trigger work efficiency through HR methods						

Learning outcomes

Course outcome	Subject outcome	Method of verification
[ZKWSSMU2_K06] Under the guidance of a supervisor, is able to plan independent tasks and coordinate projekts in the field of financial management and creating a bussines plan for a stage venture.	Is ready to work in groups, co-create them or manage them in the context of the competences of the organization's personnel manager.	[SK4] test/exam - oral or written
[ZKWSSMU2_W12] Has in-depth knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relations with other social sciences, including theoretical foundations, structured and theoretically based knowledge covering key issues and selected issues in the field of entrepreneurship.	Has in-depth knowledge of the connections between management and quality sciences with aspects of organizational psychology and sociology in the field of personnel decisions	[SW2] presentation/project/paper/ report
[ZKWSSMU2_K08] He is ready to supplementing and expanding the acquired knowledge and skills, tries to interdisciplinaryly combine knowledge from various fields and disciplines of science, and is aware of a critical assessment of the acquired knowledge and received content.	Is aware of supplementing and expanding acquired knowledge and skills regarding processes, programs and methods of modern HRM	[SK4] test/exam - oral or written
[ZKWSSMU2_W02] Has in-depth knowledge of the connections between management and quality sciences with various areas of the humanities and is aware of the problems and research opportunities arising from the connection of these areas. Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relationship with other social sciences.	Has in-depth knowledge of the connections between management and quality sciences with aspects of organizational psychology and sociology in the field of personnel decisions	[SW2] presentation/project/paper/ report
[ZKWSSMU2_U07] Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice, manage the work of a team and properly cooperate with other people as part of team work and take a leading role in teams.	Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice and manage the work of a team as a future HR specialist or HRM manager	[SU4] test/exam - oral or written
[ZKWSSMU2_U06] Is able to correctly interpret the socio-economic phenomena of the organization, current events in economic policy and economics, as well as independently plan and implement lifelong learning and guide others in the management of the organization.	Is able to correctly interpret the socio-economic phenomena of the organization and plan activities related to the process of planning, organizing and motivating people in the work environment	[SU4] test/exam - oral or written

Subject contents

1. The essence of human capital management
2. Management of employee competencies, the essence of competencies and identification, competency models, profiling of employee competencies.
3. Areas of the personnel function in the context of competence management; area of selection, development, assessment and remuneration of employees based on competences.
4. Modern trends in the personnel function: employee engagement management, knowledge management - knowledge workers, concepts of the Turquoise Organization
5. Corporate social responsibility,
6. Premises for the personnel function resulting from the presence of the youngest generation of employees on the labor market.
7. Diversity management
8. Basics of exerting social influence
9. Outplacement as a modern form of investment in human capital
10. Employer branding as a form of acquiring human capital

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Knowledge Test	51.0%	80.0%
Activity and attendance at classes	80.0%	20.0%

Recommended reading	Basic literature	• Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019 • Pocztowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018 • Armstrong M., Zarządzanie zasobami Ludzkimi, Wolters Kluwer Polska, Warszawa 2016
	Supplementary literature	• Jamka B., HR na zakręcie. Zarządzanie przez pomiar czy aktywacja kreatywności? Wolters Kluwer Polska, Warszawa 2019 • Michalczyk R., Pszczółkowski P. Analityka i wskaźniki efektywności procesów HR, Wolters Kluwer Polska, Warszawa 2020 • Wybrane zagadnienia zarządzania kompetencjami pracowników, red. M. Tyrańska, CH Beck warszawa 2021
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. What features distinguish a person as an organizational value 2. What is the strategic approach to human capital in the organization 3. What are the advantages and disadvantages of internal and external selection in an organization 4. Can motivation and motivating be based only on material tools?	
Work placement	Not applicable	

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