

Syllabus of the course

Human capital management

Course title	Human Capital Management
Subject area	Business studies and management science
Type of studies	full-time Bachelor studies
Course ID	
Erasmus code	04000
Source unit (the one that the course is offered by)	Faculty of Economics, Institute of Management, Department of Business Management
Target unit (the one that the course is offered for)	Bachelor students (from the area of management, economics, finances, and other social sciences like sociology, psychology, political sciences)
Type of course	Basic course
Course description	<p>The main objectives of the course:</p> <ol style="list-style-type: none"> 1. to clarify the character of the special capital – human resource as capital 2. to develop the basic set of methods and techniques needed for managing human capital 3. to learn about basic administrative processes related to human capital management
Educational outcomes	<p>Knowledge:</p> <ol style="list-style-type: none"> 1. about the new trends in human capital management 2. about the work, competencies tasks and organization of Human Resource Specialist 3. about basic processes related to Human Capital Management <p>Skills:</p> <ol style="list-style-type: none"> 1. human capital potential assessment and planning 2. recruiting and keeping proper candidates 3. proper usage of human capital in organization <p>Attitudes:</p> <ol style="list-style-type: none"> 1. proper attitude toward human capital potential (openness to new trends) 2. better understanding of differences in human capital potential
Hos Language of instruction	English
Course coordinator	Anna Rakowska, Phd, Professor of UMCS
Additional remarks	

Academic year	2017/2018
Semester	IV

Number of hours in semester	30 hours 15 lectures, 15 project
Name of the academic teacher	Anna Rakowska, PhD, Professor of UMCS/ Msc Aneta Karasek
Level of the class	
A list of topic	<ol style="list-style-type: none"> 1. From administrative function to Human Capital. New trends on the job market and in the organizations. The new role of technology. 2. Strategic HRM – basic models 3. HRM processes and measurements of their effectiveness 4. HRM planning 5. Recruitment, selection, adaptation 6. Assessment, work appraisal, job evaluation. 7. Motivational systems, development. 8. Approaches to human capital effectiveness. 9. CSR and employee well being
Educational outcomes	<p>Knowledge:</p> <ol style="list-style-type: none"> 1. about the new trends in human capital management 2. about the work, competencies tasks and organization of Human Resource Specialist 3. about basic processes related to Human Capital Management <p>Skills:</p> <ol style="list-style-type: none"> 1. human capital potential assessment and planning 2. recruiting proper candidates 3. proper usage of human capital in organization <p>Attitudes:</p> <ol style="list-style-type: none"> 1. proper attitude toward human capital potential (openness to new trends), 2. better understanding of differences in human capital potential
Form of the class	Lecture / Exercises: projects, case, discussions, films
Learning activities and teaching methods	Lecture, class discussion, ppt presentations
Type of assessment	Grade
Assessment methods and criteria for this course	Oral examination / project
Reading list	<ol style="list-style-type: none"> 1. M. Armstrong, Armstrong's Human Resource Management Practice: A Guide to People Management. Kogan Page, 2010. 2. J. Ingham, Strategic Human Capital Management: Creating Value Through People, B T, 2007. 3. A. Baron. M. Armstrong, Human Capital Management: Achieving Added Value Through People, Kogan Page 2007.
Additional remarks	