

Syllabus of the course

Exploring Human Capital- perspectives and practices

Course title	Exploring Human Capital- perspectives and practices
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, Department of Human Resource 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 human resources capital in the context of changes of labor market 2. to learn about practices related to human capital management 3. to develop the basic set of methods and techniques needed for managing human capital and employee management
Educational outcomes	<p>Knowledge:</p> <ol style="list-style-type: none"> 1. related to the new trends in human resource management 2. related to the character of work and competencies and HR Specialist 3. about key practices of Human Capital Management <p>Skills:</p> <ol style="list-style-type: none"> 1. human capital recruitment and development 2. retaining and engaging employees 3. effective usage and management of human capital <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 resource potential
Hos Language of instruction	English
Course coordinator	Anna Rakowska, Phd, Professor of UMCS
Additional remarks	

Academic year	2019/2020
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Semester	IV
Number of hours in semester	30 hours 15 lectures, 15 project
Name of the academic teacher	Anna Rakowska, Phd, Professor of UMCS/ Aneta Karasek , Phd
Level of the class	
A list of topic	<ol style="list-style-type: none"> 1. Trends, challenges and perspectives of human resource management. 2. The concepts of Human Resource Management, Human Capital Management, Social Capital, Intellectual Capital 3. Innovative techniques in recruitment and selection 4. Global talent management 5. HCM across boundaries 6. Performance and employee engagement 7. Human capital development from organizational and individual perspective 8. Diversity and inclusion management
	<p>Knowledge:</p> <ol style="list-style-type: none"> 1. related to the new trends in human resource management 2. related to the character of work and competencies and HR Specialist 3. about key practices of Human Capital Management <p>Skills:</p> <ol style="list-style-type: none"> 1. human capital recruitment and development 2. retaining and engaging employees 3. effective usage and management of human capital <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 resource 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 presentation / project
Reading list	<ol style="list-style-type: none"> 1. W. Wong, V. Anderson, H. Bond, Human Capital Management Standards: A Complete Guide, Kogan Page, 2019 2. M. Armstrong, Armstrong's Human Resource Management Practice: A Guide to People Management. Kogan Page, 2010. 3. P.Sparrow, H. Shipton, P.Budhwar, A. Brown, Human Resource Management, Innovation and Performance, Palgrave Macmillan UK, 2015 4. A.Rakowska (eds.) Unlocking the Potential of Employees in the Context of Organizational Diversity, ToKnowPress, 2018 5. A.Rakowska, V.Dermol (eds), Strategic approaches to human resource management practice, ToKnow Press, 2014 6. A. Rakowska, K.Babnik, Human resources management challenges: learning & development, ToKnow Press, 2015 7. DG. Collings, H. Scullion, P. Caligiuri (eds), Global talent management, second edition, Routledge, Taylor&Francis Group, 2019. 8. W. F.Cascio, J. W.Boudreau, The search for global competence: From international HR to talent management, Journal of World Business, Volume 51, Issue 1, 2016, pp. 103-114
Additional remarks	