

Human resource management in global economy**Anna Rakowska, Associate Professor- Lecture 15 h****Aneta Karasek, PhD – Practical exercises 15 h****Academic year 2020/2021****Summer semester**

Basic information about the subject (independent of the cycle)

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| Module name | Human resource management in global economy |
| Erasmus code | PL LUBLIN01 |
| ISCED code | |
| Language of instruction | English |
| Website | <p>Anna Rakowska, Associate Professor https://www.umcs.pl/pl/adres-book-employee,2300,pl.html</p> <p>Aneta Karasek, PhD https://www.umcs.pl/pl/adres-book-employee,1097,pl.html</p> |
| Prerequisites | - |
| ECTS points hour equivalents | <p>Contact hours (work with an academic teacher) -30 Total number of hours with an academic teacher -30 Number of ECTS points with an academic teacher -4 Non-contact hours (students' own work) -20 Total number of non-contact hours -20 Number of ECTS points for non-contact hours -2 Total number of ECTS points for the module -6</p> |
| Educational outcomes verification methods | Oral presentation, project, projects made during classes |
| Description | <p>The module covers the knowledge in the area of:</p> <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. HRM as a process. Planning, recruitment and selection in global economy. |

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| | <ol style="list-style-type: none"> 4. Global talent management. 5. HRM across boundaries 6. Performance and employee engagement. 7. Employee evaluation 8. Human resource development from organizational and individual perspective 9. Diversity and inclusion management |
| 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 |
| 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 Resource Management |

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| | <p>SKILLS</p> <ol style="list-style-type: none"> 1. human resources recruitment and development 2. retaining and engaging employees 3. effective usage and management of human resource <p>ATTITUDES</p> <ol style="list-style-type: none"> 1. proper attitude toward human resource potential (openness to new trends) 2. better understanding of differences in human resource potential |
| Practice | - |

Information about classes in the cycle

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| Educational outcomes verification methods | Oral presentation, project, projects made during classes |
| Comments | |
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| A list of topics | <p>The module covers the knowledge in the area of:</p> <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. HRM as a process. Planning, recruitment and selection in global economy. 4. Global talent management. 5. HRM across boundaries 6. Performance and employee engagement. 7. Employee evaluation |

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| | 8. Human resource development from organizational and individual perspective 9. Diversity and inclusion management |
| Teaching methods | Lecture, class discussion, class discussion, case study, projects, video |
| Assessment methods | Oral presentation, project, projects made during classes |