

Prowadzący	Anna Rakowska, Phd, Professor of UMCS/ Aneta Karasek , Phd
Oferta PJO*	NIE
Oferta PJOE*	TAK
Kierunek, rok, stopień dla PJO	Zarządzanie,
Semestr roku 2021/2022	Letni

* PJO – przedmiot w języku obcym dla studentów polskich / PJOE – przedmiot w języku obcym dla studentów Erasmus+

** zostawić właściwe

BASIC INFORMATION ABOUT THE SUBJECT (INDEPENDENT OF THE CYCLE)

Module name	Exploring Human Capital-perspectives and practices
Erasmus code	
ISCED code	
Language of instruction	English
Website	https://www.umcs.pl/en/courses-in-english,21103.htm (dla PJOE)
Prerequisites	
ECTS points hour equivalents	Contact hours (work with an academic teacher): 30 Total number of hours with an academic teacher: 45 Number of ECTS points with an academic teacher: 3 Non-contact hours (students' own work): 45 Total number of non-contact hours: 45 Number of ECTS points for non-contact hours: 3 Total number of ECTS points for the module: 6
Educational outcomes verification methods	Active participation in the classes and the preparation of a oral presentation and project
Description	The main objectives of the course: 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
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 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
Practice	n/a

INFORMATION ABOUT CLASSES IN THE CYCLE

Website	https://www.umcs.pl/en/courses-in-english,21103.htm (dla PJOE)
Educational outcomes verification methods	Active participation in the classes and the preparation of a oral presentation and project
Comments	30 hours: <ul style="list-style-type: none"> - 15 lectures with Anna Rakowska, Phd, Professor of UMCS - 15 project with Aneta Karasek, Phd
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, ToKnow Press, 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 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
A list of topics	<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
Teaching methods	Lecture, class discussion, ppt presentations
Assessment methods	Oral presentation/ project