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| **Prowadzący** | Anna Rakowska, Phd, Professor of UMCS/ Aneta Karasek , Phd |
| **Oferta PJO\*** | NIE |
| **Oferta PJOE\*** | TAK |
| **Kierunek, rok, stopień dla PJO** | Zarządzanie, |
| **Semestr roku 2022/2023** | 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)

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| **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](https://www.umcs.pl/en/courses-in-english%2C21103.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): 45Total number of non-contact hours: 45Number of ECTS points for non-contact hours: 3Total 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
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| **Reading list** | 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, 2010.1. P.Sparrow, H. Shipton, P.Budhwar, A. Brown, Human Resource Management, Innovation and Performance, Palgrave Macmillan UK, 2015
2. A.Rakowska (eds.) Unlocking the Potential of Employees intheContextofOrganizational Diversity, ToKnowPress, 2018
3. A.Rakowska, V.Dermol (eds), Strategic approaches to human resource management practice, ToKnow Press, 2014
4. A. Rakowska, K.Babnik, Human resources management challenges: learning & development, ToKnow Press, 2015
5. DG.Collings, H.Scullion, P.Caligiuri(eds), Global talent management, second edition, Routledge, Taylor&Francis Group, 2019.
6. 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** | KNOWLEDGE1. 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 SKILLS
4. human capital recruitment and development
5. retaining and engaging employees
6. effective usage and management of human capital ATTITUDES
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|  | 1. proper attitude toward human capital potential (openness to new trends)
2. better understanding of differences in human resource potential
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| **Practice** | n/a |

INFORMATION ABOUT CLASSES IN THE CYCLE

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| **Website** | [https://www.umcs.pl/en/courses-in-english,21103.htm](https://www.umcs.pl/en/courses-in-english%2C21103.htm) (dla PJOE) |
| **Educational outcomes verification methods** | Active participation in the classes and the preparation of aoral presentation and project |
| **Comments** | 30 hours:* 15 lectures with Anna Rakowska, Phd, Professor of UMCS
* 15 project with Aneta Karasek , Phd
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| **Reading list** | 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 intheContextofOrganizational Diversity, ToKnowPress, 2018
5. A.Rakowska, V.Dermol (eds), Strategic approaches to human resource management practice, ToKnow Press, 2014
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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** | KNOWLEDGE1. 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 SKILLS
4. human capital recruitment and development
5. retaining and engaging employees
6. effective usage and management of human capital ATTITUDES
7. proper attitude toward human capital potential (openness to new trends)
8. better understanding of differences in human resource potential
 |
| **A list of topics** | 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 |

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|  | 8. Diversity and inclusion management |
| **Teaching methods** | Lecture, class discussion, ppt presentations |
| **Assessment methods** | Oral presentation/ project |