

<b>Prowadzący</b>	Anna Rakowska, Phd, Professor of UMCS/ Aneta Karasek , Phd
<b>Oferta PJO*</b>	NIE
<b>Oferta PJOE*</b>	TAK
<b>Kierunek, rok, stopień dla PJO</b>	Zarządzanie,
<b>Semestr roku 2023/2024</b>	Zimowy i 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)

<b>Module name</b>	Human Resource Management Practices
<b>Erasmus code</b>	
<b>ISCED code</b>	
<b>Language of instruction</b>	English
<b>Website</b>	
<b>Prerequisites</b>	-
<b>ECTS points hour equivalents</b>	<p>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</p>
<b>Educational outcomes verification methods</b>	Active participation in the classes and the preparation of an oral presentation and project.
<b>Description</b>	<p>The main objectives of the course:</p> <ol style="list-style-type: none"> <li>1. to clarify the character of the human resource management practice in the context of changes in the labor market</li> <li>2. to learn about practices related to human resource management practice</li> <li>3. to develop the basic set of methods and techniques needed for managing human resources and employee management</li> </ol>
<b>Reading list</b>	<ol style="list-style-type: none"> <li>1. W. Wong, V. Anderson, H. Bond, Human Capital Management Standards: A Complete Guide, Kogan Page, 2019</li> <li>2. M. Armstrong, S. Taylor, Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management. Kogan Page, 2023.</li> <li>3. P. Sparrow, H. Shipton, P. Budhwar, A. Brown, Human Resource Management, Innovation and Performance, Palgrave Macmillan UK, 2015</li> <li>4. A. Rakowska (eds.) Unlocking the Potential of Employees in the Context of Organizational Diversity, ToKnow Press, 2018</li> <li>5. A. Rakowska, V. Dermol (eds), Strategic approaches to human resource management practice, ToKnow Press, 2014</li> <li>6. A. Rakowska, K. Babnik, Human resources management challenges: learning &amp; development, ToKnow Press, 2015</li> <li>7. DG. Collings, H. Scullion, P. Caligiuri (eds), Global talent management, second edition, Routledge, Taylor &amp; Francis Group, 2019.</li> <li>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</li> </ol>
<b>Educational outcomes</b>	<p>KNOWLEDGE</p> <ol style="list-style-type: none"> <li>1. related to the new trends in human resource management (HRM)</li> <li>2. related to the character of work and competencies and HR Specialist</li> <li>3. key Human Resource Management practices</li> </ol> <p>SKILLS</p> <ol style="list-style-type: none"> <li>1. use of HRM practice in recruitment and development</li> <li>2. retaining and engaging employees</li> <li>3. effective usage and management of HRM practice</li> </ol>

	<p>ATTITUDES</p> <ol style="list-style-type: none"><li>1. proper attitude toward human resource potential (openness to new trends</li><li>2. a better understanding of differences in human resource potential</li></ol>
Practice	n/a

INFORMATION ABOUT CLASSES IN THE CYCLE

<b>Website</b>	
<b>Educational outcomes verification methods</b>	Active participation in the classes and the preparation of a oral presentation and project
<b>Comments</b>	30 hours: <ul style="list-style-type: none"> <li>- 15 lectures with Anna Rakowska, Phd, Professor of UMCS</li> <li>- 15 project with Aneta Karasek, Phd</li> </ul>
<b>Reading list</b>	<ol style="list-style-type: none"> <li>1. W. Wong, V. Anderson, H. Bond, Human Capital Management Standards:A Complete Guide, Kogan Page, 2019</li> <li>2. M. Armstrong, S. Taylor, Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management. Kogan Page, 2023.</li> <li>3. P.Sparrow, H. Shipton, P.Budhwar, A. Brown, Human Resource Management, Innovation and Performance, Palgrave Macmillan UK, 2015</li> <li>4. A.Rakowska (eds.) Unlocking the Potential of Employees in the Context of Organizational Diversity, ToKnowPress, 2018</li> <li>5. A.Rakowska, V.Dermol (eds), Strategic approaches to human resource management practice, ToKnow Press, 2014</li> <li>6. A. Rakowska, K.Babnik, Human resources management challenges:learning &amp; development, ToKnow Press, 2015</li> <li>7. DG.Collings, H.Scullion, P.Caligiuri(eds), Global talent management,second edition, Routledge, Taylor&amp;Francis Group, 2019.</li> <li>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</li> </ol>
<b>Educational outcomes</b>	<p><b>KNOWLEDGE</b></p> <ol style="list-style-type: none"> <li>1. related to the new trends in human resource management (HRM)</li> <li>2. related to the character of work and competencies and HR Specialist</li> <li>3. key Human Resource Management practices</li> </ol> <p><b>SKILLS</b></p> <ol style="list-style-type: none"> <li>1. use of HRM practice in recruitment and development</li> <li>2. retaining and engaging employees</li> <li>3. effective usage and management of HRM practice</li> </ol> <p><b>ATTITUDES</b></p> <ol style="list-style-type: none"> <li>1. proper attitude toward human resource potential (openness to new trends)</li> <li>2. a better understanding of differences in human resource potential</li> </ol>
<b>A list of topics</b>	<ol style="list-style-type: none"> <li>1. Trends and challenges for human resource management.</li> <li>2. The concepts of Human Resource Management and HRM practices</li> <li>3. HRM practices in recruitment and selection</li> <li>4. HRM practices in talent management</li> <li>5. HRM across boundaries</li> <li>6. HRM practices in assessment and employee engagement</li> <li>7. HRM practices in development</li> <li>8. Diversity and inclusion management practices</li> </ol>

<b>Teaching methods</b>	Lecture, class discussion, ppt presentations
<b>Assessment methods</b>	Oral presentation/ project