

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

Module name	Human Resource Management Practices
Erasmus code	
ISCED code	
Language of instruction	English
Website	
Prerequisites	-
ECTS points hour equivalents	<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>
Educational outcomes verification methods	Active participation in the classes and the preparation of an oral presentation and project.
Description	<p>The main objectives of the course:</p> <ol style="list-style-type: none"> 1. to clarify the character of the human resource management practice in the context of changes in the labor market 2. to learn about practices related to human resource management practice 3. to develop the basic set of methods and techniques needed for managing human resources 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, S. Taylor, Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management. Kogan Page, 2023. 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 (HRM) 2. related to the character of work and competencies and HR Specialist 3. key Human Resource Management practices <p>SKILLS</p> <ol style="list-style-type: none"> 1. use of HRM practice in recruitment and development 2. retaining and engaging employees 3. effective usage and management of HRM practice

	<p>ATTITUDES</p> <ol style="list-style-type: none">1. proper attitude toward human resource potential (openness to new trends2. a better understanding of differences in human resource potential
Practice	n/a

INFORMATION ABOUT CLASSES IN THE CYCLE

Website	
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
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A list of topics	<ol style="list-style-type: none"> 1. Trends and challenges for human resource management. 2. The concepts of Human Resource Management and HRM practices 3. HRM practices in recruitment and selection 4. HRM practices in talent management 5. HRM across boundaries 6. HRM practices in assessment and employee engagement 7. HRM practices in development 8. Diversity and inclusion management practices

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